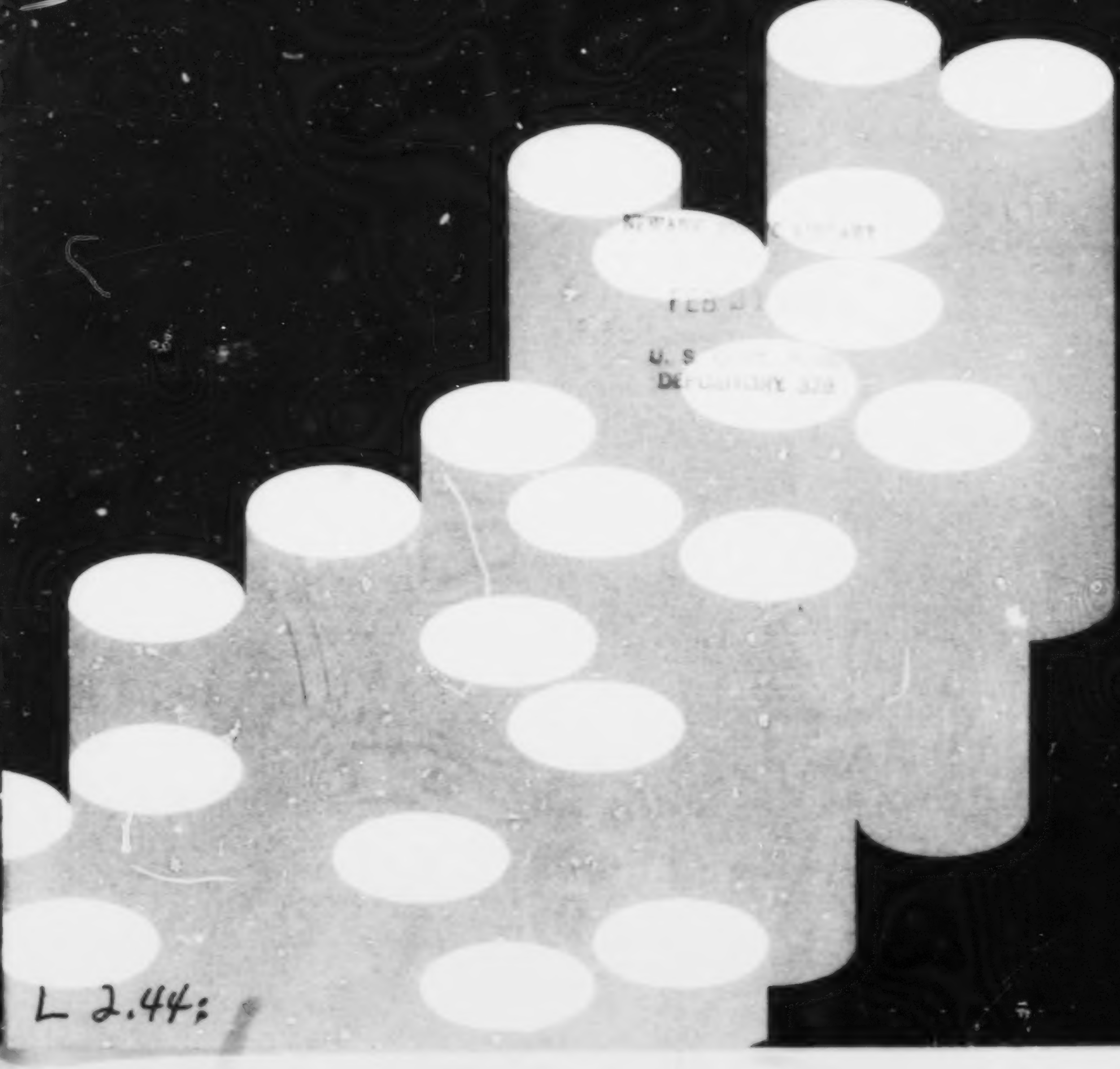
CWD

CURRENT WAGE DEVELOPMENTS

U.S. Department of Labor
Bureau of Labor Statistics
January 1986



NEWARK [illegible] LIBRARY
FEB [illegible]
U. S. [illegible]
DEPOSITORY [illegible]

L 2.44:

U.S. DEPARTMENT OF LABOR
William E. Brock, Secretary

BUREAU OF LABOR STATISTICS
Janet L. Norwood, Commissioner

Office of Wages and Industrial Relations
George L. Stelluto, Associate Commissioner

Current Wage Developments

January 1986 (Includes data through December 1985)
Volume 38 Number 1

Editors: George Ruben, Olivia G. Amiss

Current Wage Developments is a monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. It is prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

This publication is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $21 domestic; $26.25 foreign. Single copy $2 domestic; $2.50 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through May 31, 1987. Second-class postage paid at Washington, D.C. and at additional mailing offices.

Unless identified as copyrighted, articles and tabulations in this publication are in the public domain and may be reproduced without permission of the Federal Government. Please credit *Current Wage Developments*, Bureau of Labor Statistics.

ISSN 0192-8163

In this issue:

1 **Wage Highlights**
3 **Selected wage and benefit changes**
3 **Manufacturing**
3 Food and kindred products
3 Apparel and other textile products
4 Printing and publishing
5 Rubber and miscellaneous plastics products
5 Stone, clay, and glass products
5 Primary metal industries
7 Fabricated metal products
8 Machinery, except electrical
9 Electrical and electronic equipment
10 Transportation equipment
12 Miscellaneous manufacturing
12 **Nonmanufacturing**
12 Mining
12 Construction
15 Transportation and public utilities
17 Wholesale and retail trade
18 Finance, insurance, and real estate
18 Services
22 Public administration
25 **Work stoppages**
27 **Major agreements expiring in February**
28 **Statistics on compensation changes**
28 Definition of terms
30 Tables
48 **Calendar of features**

Wage Highlights

General Dynamics workers end 2-month strike. Production of armored vehicles resumed at General Dynamics Corp. plants in three States after members of the United Auto Workers union narrowly approved a 31-month agreement, ending a 2-month strike. The low margin of approval (53.4 to 46.6 percent) was attributed to employee dissatisfaction because the accord did not bring them to wage parity with employees of Chrysler Corp., which had owned the plants until 1982. Reportedly, they will remain about $1.50 an hour behind the Chrysler workers and could fall further behind because their cost-of-living pay adjustment formula is less liberal than that at Chrysler. According to a union official, the General Dynamics workers averaged about $11.92 an hour under the old contract.

Wage terms included a $2,000 lump-sum payment and a 2.25-percent wage increase effective immediately, a lump-sum payment in June 1986 equal to 2.25 percent of earnings during the previous 12 months, and a 3-percent wage increase in June 1987. Quarterly cost-of-living adjustments will continue, calculated at 1 cent an hour for each 0.3-point movement in the CPI-W (1967 = 100), compared with 1 cent for each 0.26-point at Chrysler. In another difference, newly-hired workers at General Dynamics will receive only the adjustments in the cost-of-living allowance that occur after they start work.

The new hires will continue to start at 60 percent of the standard rate for their job, and then receive 8 percent progression increases every 6 months until they attain the standard rate after 2½ years of service. Previously, new employees received 6.5 percent step increases each 6 months, attaining the standard rate after 3 years.

The agreement, scheduled to expire on June 15, 1988, also provided for a $2.25 increase, to $19.75, in the monthly pension rate for each year of credited service; and for continuation of the health insurance plan without any increases in coinsurance and deductible payments by employees.

Carrier contract features cost-reduction changes. Carrier Corp. of Syracuse, NY, and the Sheet Metal Workers negotiated a number of cuts in labor costs because of the "very competitive market" in the heating, air conditioning, and ventilating industry, according to company vice president Joseph P. Matturo. Although Carrier was operating at a profit prior to the cuts, Local 27 president Richard Burke said the employees accepted the reductions "to save our jobs." At the time, 2,000 members of the local were employed and 800 were on layoff.

Pay, which reportedly averaged about $13 an hour was cut by $1.88 to $2.88, varying by job classification. The 3-year contract did not provide for any specified wage increases, but the employees will receive a $3,500 lump-sum payment in January 1986. Carrier guaranteed that if any plant shutdowns occur, affected employees will receive a payment equal to the earnings they gave up, less the $3,500.

The cost-of-living provision was revised to provide that quarterly adjustments will be paid only if the CPI rises more than 3 percent, and each adjustment will be limited to 8 cents an hour.

The other cost reduction changes included 6 percent (maximum 85 cents an hour) shift differential pay, instead of the previous 10 percent with no hourly limit; about 125 job classifications, instead of more than 400; 22 company-paid union representatives, instead of 75; a shortened grievance procedure, involving fewer people; authority for the company to operate on a 7-day-a-week schedule, with no premium pay for weekend work and to require employees to work up to 18 Saturdays a year; and a health care cost containment plan including increased deductible payments by employees.

Other terms included a $2 increase (to $19) in the monthly pension rate for each year of credited service; a plan that will give employees 50 percent of cost savings resulting from productivity improvements; an employee savings plan with Carrier matching half of employee contributions of $2 to $10 a week; an $1,800 tuition allowance for retraining laid-off workers with at least 5 years of service, and a $1,100 relocation allowance for laid-off workers with 2 years of service.

Pennsylvania mine workers settle. After 3½ months of difficult negotiations and selective strikes, members of District 25 of the United Mine Workers settled with the Anthracite Coal Operators Association for mines located in Northeastern Pennsylvania. About 1,000 workers were involved. Separate bargaining continued for 350 employees of Bethlehem Mines Corp., who had been on strike since mid-July.

The 4-year accord with the Association, which followed the employees' rejection of two earlier offers, provided for a 30-cent-an-hour specified wage increase retroactive to September 20, and 20-cent increases in September of 1986, 1987, 1988, and for a cost-of-living adjustment of up to 5 cents in September 1988. Prior to the settlement, pay rates ranged from $10.10 to $12 an hour. One of the major issues in the talks was resolved when the parties agreed to continue a 7-hour workday (excluding lunch time). The operators had been seeking to add an hour, at straight-time pay.

Benefit changes included adoption of a dental plan, with no deductibles; $180 a week sickness and accident pay (formerly $150); $75,000 major medical coverage (formerly $50,000); $10,000 life insurance (formerly $7,500); and $750 pay for the miner's annual 2 weeks vacation (formerly $685).

Boston hotel and restaurant workers settle, avert strike. A scheduled strike by 4,000 employees was averted when the Greater Boston Hotel Association and the Hotel Employees and Restaurant Employees settled on a 3-year contract. Pay, which reportedly averaged $3.10 an hour for tipped employees and $5.10 for non-tipped employees, was raised by 6 percent at the beginning of each contract year. Other changes included a 25-percent increase in the hotels' contribution to the health and welfare trust fund to permit continuation of current benefits without an increase in the employees' contribution; adoption of legal services and eye care plans; an additional paid holiday; a fourth day of sick leave per year; a $20-a-week-increase, to $120, in long-term disability benefits; a 2-cent-an-hour increase, to 18 cents, in the employers' payment to the pension plan; and a revision of the paid vacation schedule to provide 3 weeks after 7 years of service (was 10), 4 weeks after 17 years (was 20), and a fifth week after 25 years.

The agreement also provides for a stronger anti-discrimination policy, changes to assure more promotions from within the bargaining unit, and for employers to hold annual seminars for supervisors and employees on sexual harassment.

The settlement covered the nine hotels comprising the association but, based on past practice, five other hotels were expected to agree on similar terms.

Armstrong contract designed to improve productivity. In Lancaster, PA, nearly 1,900 employees of Armstrong World Industries Inc.'s flooring plant were covered by new 1-year agreements. One agreement, for 1,600 production workers, was negotiated by the United Rubber Workers and the other, for machine operators and maintenance employees, was negotiated by the Machinists union.

Wage terms included a 5-percent immediate increase, which reportedly averaged 45 cents an hour for production workers and 60 cents for skilled workers. There also were changes in transfer, seniority, attendance, and other provisions "designed to improve plant productivity," according to a company official.

Safeway employees get new contract. In the Kansas City, MO, area, more than 1,200 employees of Safeway Stores Inc. negotiated a 2-year contract that provided for a $500 lump-sum payment immediately and a 4-percent wage increase effective July 13, 1986. The wage increase will bring the base rate for food clerks to $9.86 an hour, partly restoring the $2-an-hour wage cut the employees took in their prior settlement.

Insurance improvements for the employees, who are represented by the United Food and Commercial Workers, included addition of "well-baby" coverage, annual payments of up to $100 for physical examinations, and extension of coverage for organ and tissue transplants.

Selected Wage and Benefit Changes

Current provisions of collective bargaining agreements are summarized below. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements.

Coverage generally is limited to actions affecting 1,000 workers or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
		MANUFACTURING
FOOD AND KINDRED PRODUCTS		
Kellogg Co. Omaha, NE; Memphis, TN; San Leandro, CA; and Lancaster, PA Grain Millers—2,175	10 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Wholesale bread shops, wholesale cake bakeries and retail bakeries New York, NY Bakery, Confectionery, and Tobacco Workers—3,000	$15 week 1/28/86	Deferred increase negotiated 1/28/84 (CWD May 1984); see CWD Jan. 1985.
Chef-Boy-Ar-Dee, a division of American Home Foods, Inc. Milton, PA United Food and Commercial Workers—1,350	5 perce 1/86	Deferred increase 6/15/84 (CWD Apr. 1984); see CWD Jan. 1985.
Bryan Foods, Inc. West Point, MS United Food and Commercial Workers—1,200	15 cents 1/86	Deferred increase negotiated 4/28/84 (CWD Apr. 1984); see CWD Jan 1985.
Delmonte Corp., Midwest Div. Rochelle, DeKalb, and Mendota, IL Retail, Wholesale and Department Store—1,200	35 cents 1/86	Deferred increase negotiated 1/17/84 (CWD Apr. 1984); see CWD Jan. 1985
Kellogg Co. Battle Creek, MI Grain Millers—2,500	10 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FOOD AND KINDRED PRODUCTS—Continued		
John Morrell & Co. Sioux Falls, SD United Food and Commercial Workers—2,700	25 cents 11/20/85	3-year agreement negotiated 11/20/85 also provided: 25 cents on 11/20/86, 11/20/87 and 9/1/88; reduced rates for new hires; effective 1/1/86, employee with 30 or more years of credited service and under age 62, may elect to retire at any age (was age 55); terminated profit sharing agreement as of 9/28/85 and employees will receive 1985 profits of at least $500 on 12/2/85; settlement preceded by 81-day strike, no recent listing.
Dried Fruit Industry Santa Clara and San Jose, CA Longshoremen (ILWU)—1,000	30 cents to $2.40 decrease 9/16/85	3-year agreement negotiated 9/85 also provided: 0-35 cents increase on both 8/1/86 and 8/1/87, 5 cents premium for "hot sort" work; revised new hire rate for certain brackets; established schedule for sorters dependent on hours worked; cost-of-living adjustment formula provided 1 cent for each 0.3-point movement in the BLS-CPI if the June 1987 index exceeds the June 1986 index by 5½ percent with a maximum adjustment of 26 cents payable 8/1/87; modified qualifications for holiday pay; effective 10/1/85, eliminated basic, indeminity medical benefits and substituted a comprehensive medical program to provide 80/20 co-insurance benefits after a $50 calendar year deductible (increasing to $75 deductible 1/1/86 and to $100 1/1/87), new $10,000 "stop loss," $150,000 lifetime benefit (increasing to $175,000 8/1/86 and to $200,000 8/1/87; $2,000 life insurance and accidental death dismemberment benefit 8/1/86; revised pension benefit rates to $12 (was $10.50) a month per year of service on or after 6/1/85, to $10.50 (was $8.50) a month per year of service from 6/1/81 through 5/31/85, and provided 10 percent increase in benefits for those retired on or before 6/1/85 whose last place of employment was Del Monte Corp. or Mayfair Packing Co.; see CWD Aug. 1984.
APPAREL AND OTHER TEXTILE PRODUCTS		
Knitted Outerwear Manufacturers Assn. Philadelphia, PA Ladies' Garment Workers—4,000	See next column 6/85	3-year agreement negotiated 7/17/85 provided: 5 percent on 6/1/86 and 4 percent on 6/1/87 (with minimum of 25 cents); cost-of-living clause providing 3/87 adjustment ranging from 2 percent if BLS-CPI-W rises 8.5 percent from 6/85-12/86 to 4.5 percent if it rises 10 percent or more; 8.275 percent (was 7.775 percent) to health and welfare fund, effective 10/1/85, increasing to 8.775 percent on 7/1/86 and to 9.275 percent on 7/1/87; 1.875 percent (was 1.375) to Health Services Plan, effective 7/1/85; 9 percent (was 8.75) to pension fund; see CWD July 1984.
Associated Garment Industries of St. Louis IL, MO, OK, and KY Ladies' Garment Workers—3,000	See next column 10/15/85	3-year agreement negotiated 10/15/85 provided: no wage change first year, 6 percent on 10/15/86 and 5 percent 10/15/87; cost-of-living reopener in the event the national garment pattern yields an adjustment (see CWD Sept. 1985); 4.75 percent (was 4.5 percent) to health and welfare fund, effective 9/3/85; 1.875 percent (was 1.375 percent) to Health Services Plan, effective 9/3/85; see CWD Oct. 1984.
PRINTING AND PUBLISHING		
Philadelphia Newspaper Inc. Philadelphia, PA Newspaper Guild—1,250	See next column 12/3/85	4-year agreement negotiated 10/22/85 also provided: average 99 cents retroactive to 9/1/85, 67 cents on both 12/1/86 and 11/1/87, 64 cents on 11/1/88, and 40 cents on 2/1/89; 5 weeks' vacation after 22 years of service (was 25) effective 1/86, after 21 years in 1/87 and after 20 years in 1/88; 3rd personal holiday, effective 1/89; retirement at age 62 (was 65) effective 11/87; $10,000 minimum life insurance (was $5,000) effective in 9/85 increasing to $20,000 in 9/86; $52.65 a week contribution to health and welfare benefits (was $45.65) increasing to $57.65, $62.65 and $68.65 in 12/86, 11/87 and 11/88, respectively; $10 car allowance (was $9); 23 cent mileage allowance (was 22); settlement preceded by 46-day strike; see CWD Sept. 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS		
Armstrong Rubber Co. West Haven, CT; Des Moines, IA; Natchez, MS; Madison, TN; and Hanford, CA Rubber Workers—2,600	8 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
General Motors Corp. Dayton, OH Rubber Workers—4,000	7 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
STONE, CLAY, AND GLASS PRODUCTS		
PPG Industries PA, MD, and MO Aluminum, Brick and Glass Workers—1,500	9 cents 12/2/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
PRIMARY METAL INDUSTRIES		
U.S. Steel Corp. (production and maintenance employees) Various locations Steelworkers—102,000	1 cent 11/1/85	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1985.
Bethlehem Steel Corp. Various locations Steelworkers—49,000	1 cent 11/1/85	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1985.
Republic Steel Corp. Various locations Steelworkers—30,400	10 cents 11/1/85	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1985.
Jones & Laughlin Steel Corp. Various locations Steelworkers—32,000	10 cents 11/85	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1985.
Wheeling-Pittsburgh Steel Corp. Various locations Steelworkers—8,200	$1.03 decrease 11/85	Agreement negotiated 10/26/85 with no set expiration date (see below) also provided: elimination of cost-of-living adjustment and sunday premium, 5 holidays (was 11), vacation reduced by 1 week, elimination of vacation bonus; pension plan eliminated, added deductible payments and a pre-admission certification program for health insurance; established a "Price Escalation Bonus" plan which may yield additional income depending on price of company's product; contract will expire 10 days after approval of the reorganization plan under bankruptcy law; settlement preceded by 98-day strike; see CWD Dec. 1984.
Armco Inc. Various locations Steelworkers—14,000	10 cents 11/1/85	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1985.
Allegheny International Inc., Allegheny Ludlum Industries Inc. CT, NY, and PA Steelworkers—5,400	1 cent 11/1/85	Automatic quarterly cost-of-living adjustment; see CWD April 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
National Steel Corp. Various locations Steelworkers—15,000	1 cent 11/1/85	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1985.
Inland Steel Corp. Various locations Steelworkers—21,000	1 cent 11/1/85	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1985.
Aluminum Co. of America, Reynolds Metal Co. Various locations Steelworkers—17,900	8 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Aluminum Co. of America Various locations Aluminum, Brick and Glass Workers—10,000	8 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Cyclops Corp., Universal Cyclops Specialty Steel Div. Bridgeville, Pittsburgh, Aliquippa, and Titusville, PA Steelworkers—1,100	1 cent 11/1/85	Automatic quarterly cost-of-living adjustment; see CWD May 1985.
CF & I Pueblo, Canyon City and Salida, CO and Sunrise, WY Steelworkers—1,600	1 cent 11/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Sharon Steel Corp. Sharon and Farrel, PA; Warren, OH; and Dearborn, MI Steelworkers—2,800	1 cent 11/1/85	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1985.
Cerro Metal Products, a division of the Marmon Group, Inc. Bellefonte, PA Automobile Workers—1,000	4 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Copperweld Steel Co. Warren, OH Steelworkers—2,000	1 cent 11/1/85	Automatic quarterly cost-of-living adjustment; see CWD July 1985.
Martin Marietta Aluminum, Inc. Lewisport, KY, The Dalles, OR, and Goldendale, WA Steelworkers—1,900	8 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Ormet Corp. Hannibal, OH Steelworkers—1,000	8 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Consolidated Aluminum Hannibal, OH Steelworkers—950	8 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Penn-Dixie Steel Corp. Kokomo, IN Steelworkers—1,100	10 cents 11/1/85	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1985.
Wagner Castings Co. Decatur, IL Allied Industrial Workers—1,000	5 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Mueller Brass Co. Port Huron, MI Automobile Workers—1,000	5 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Aluminum Co. of America Vancouver and Wentachee, WA Metal Trades Council—1,200	8 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
FABRICATED METAL PRODUCTS		
American Can Co., Continental Group, Inc., National Can Corp., and Crown Cork & Seal Various locations Steelworkers—15,000	7 cents 11/85	Automatic quartery cost-of-living adjustment; see CWD Nov. 1985.
Continental Group, Inc. and American Can Co. Various locations Machinists—3,000	7 cents 11/85	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Remington Arms Co., Inc. Ilion, NY Employees Mutual Association (Ind.)—1,400	3.7 percent 6/17/85	1-year agreement negotiated 10/31/85 also provided: no other changes; see CWD Jan. 1985.
Aluminum Co. of America Cleveland, OH Automobile Workers—1,100	8 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Atlas Crankshaft Corp. Fostoria, OH Automobile Workers—1,250	6 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Kohler Co. Kohler, WI Automobile Workers—3,000	7 cents 10/1/85	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Bendix Corp. Kansas City, MO Machinists—4,000	8 cents 10/85	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Fisher Controls Co. Marshalltown, IA Automobile Workers—1,300	5 cents 10/85	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FABRICATED METAL PRODUCTS—Continued		
Rockwell International Corp., Atomics International Div. Rocky Flats Plant Golden, CO Steelworkers—3,000	5 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
MACHINERY, EXCEPT ELECTRICAL		
International Harvester Co. Various locations Automobile Workers—12,000	6 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Caterpillar Tractor Co. Various locations Automobile Workers—20,400	8 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
J.I. Case Co. Various locations Automobile Workers—4,300	7 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Worthington Corp., Div. of Dresser Industries New Jersey Steelworkers—1,600	5 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Lufkin Industries Inc. Lufkin, TX Various unions—1,600	3.5 percent 9/30/85	1-year agreement negotiated 9/30/85 under wage reopener; see CWD Nov. 1984.
J.I. Case Co. (former International Harvester plants) East Moline & Hinsdale, IL and St. Paul, MN Automobile Workers—1,200	2.5 percent 1/1/86	Deferred increase negotiated 6/15/85 (CWD Sept. 1985).
Deere and Co. Illinois and Iowa Automobile Workers—18,000	12/1/85	Automatic quarterly cost-of-living adjustment; no recent listing.
PT Components Co. Indianapolis, IN Steelworkers—1,100	25 cents 10/1/85	3-year agreement negotiated 11/16/85 also provided: 20 cents on both 10/1/86 and 10/1/87; quarterly cost-of-living clause maintained providing 1 cent for every 0.4-point change in BLS-CPI-W (1967=100) with a "cap" of 50 cents per year; $16 month (was $15) pension for each year of credited service, increasing to $17 in 10/86 and to $18 in 10/87; $140 week (was $120) sickness and accident, increasing to $150 week in the 2d year and to $160 in 3d year; $13,000 life insurance (was $11,000); see CWD Nov. 1985.
Cummins Engine Columbus, IN Diesel Workers' Union (Ind.)—5,500	7 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Outboard Marine Corp., Waukegan, IL Independent Marine and Machinists' Assn. (Ind.)	7 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information

MACHINERY, EXCEPT ELECTRICAL—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Sealed Power Corp. Muskegon, Mi Automobile Workers—1,000	6 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Harnischfeger Corp. Milwaukee, WI Steelworkers—1,050	12/1/85 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Techumseh Products Co., Lauson Engine Div. New Holstein, WI Machinists—1,000	5 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.

ELECTRICAL AND ELECTRONIC EQUIPMENT

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
General Electric Co. Various locations Electronic Workers—47,300, Electrical Workers (UE-I)—8,600 Machinists—8,000, Auto Workers—6,000, Electrical Workers (IBEW)—5,000 and others	16 cents 12/1/85	Automatic semiannual cost-of-living adjustment; see CWD Sept. 1985.
RCA Various locations Electrical Workers (IBEW) —9,500, Electronic Workers —5,000	3 percent lump sum based on hours worked 11/84-11/85 12/1/85	3-year agreement negotiated 12/1/85 also provided: 3 percent on 12/1/86 and 2.5 percent on 12/1/87, semiannual cost-of-living clause suspended for life of agreement —replaced by lump sum payments of $225 on 6/1/86, $500 on 6/87, and $525 on 6/1/88; $15 month (was $14) pension for every year of credited service, effective 3/1/86, increasing to $16 on 6/1/87; see CWD July 1985.
Champion Spark Plug Co. Various locations Automobile Workers—2,500	5 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
General Motors Corp. NY, NJ, and OH Electronic Workers—24,000	7 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
AVX Corp. AVX Ceramics Div. Myrtle Beach, SC Electronic Workers (IBEW) 1,400	3 percent 1/1/86	Deferred increase negotiated 12/22/83 (CWD Feb. 1984); see CWD Jan. 1985.
Bendix Autolite Corp. Fostoria, OH Automobile Workers—1,150	2.25 percent wage increase plus $500 lump sum 11/25/85	3 year agreement negotiated 11/24/85 also provided: 2.25 percent lump sun (based on plant hours plus premium pay for previous year) on both 11/1/8 and 11/1/87; quarterly cost-of-living clause continued providing 1 cent for ever 0.26 point change in BLS-CPI-W (1967 = 100) with 2 cents diverted eac quarter; pension plan increases similar to Ford-UAW settlement (see Wa Highlights, Oct. 1984 issue); see Nov. 1983.
The Hoover Co. N. Canton, OH Electrical Workers (IBEW) —2,800	6 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see Oct. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT--Continued		
Design and Manufacturing Corp. Connersville, IN Automobile Workers—1,500	20 cents 9/21/85	3-year agreement negotiated 10/20/85 also provided: 10 cents on both 9/21/86 and 9/21/87; quarterly cost-of-living clause maintained providing 1 cent for every 0.4 point change in BLS-CPI-W (1967 = 100); benefit level maintained; settlement preceded by one-month strike; see CWD Oct. 1985.
Ford Electronics and Refrigeration Connersville, IN Electronics Workers—2,000	See next column 12/9/85	42-month agreement under unscheduled wage reopener 10/1/85 provided for a two-tier wage structure; quarterly cost-of-living clause maintained, providing 1 cent for every 0.4-point change in BLS-CPI-W (1967 = 100) with 1 cent diverted each quarter to health benefits; see CWD Dec. 1985.
Gibson Products Corp. Greenville & Belding, MI Automobile Workers—3,500	6 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Speed Queen Co. Ripon, WI Steelworkers—1,000	4 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
The Maytag Co. Newton and Hampton, IA Automobile Workers—1,650	5 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Hughes Aircraft Co. Los Angeles, CA Carpenters and Joiners—12,000	3.25 percent of gross pay from 11/84-11/85	3-year agreement negotiated 11/3/85 also provided: 3.25 percent lump sum payments based on earnings during preceding 6 months on 6/6/86, 12/5/86, 6/5/87, 12/4/87 and 6/3/88; $20.50 month (was $18.50) pension for every year of credited service, effective 1/1/86; 401(K) plan to replace conventional saving plan on 7/1/86; see CWD Sept. 1985.
TRANSPORTATION EQUIPMENT		
General Motors Corp. Various locations Automobile Workers—350,000	7 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Ford Motor Co. Various locations Automobile Workers—100,000	7 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Budd Co. National Automobile Workers—6,300	6 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Juy 1985.
Dana Corp. Various locations Automobile Workers—7,000	8 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
General American Transportation Corp. Various locations Steelworkers—1,000	15 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1985.
Mack Trucks, Inc. Hagerstown, MD, Allentown and Macungie, PA; and Bridgewater, NJ Automobile Workers—9,200	7 cents 12/85	Automatic quarterly cost-of-living adjustment, see CWD Oct. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Martin Marietta Corp., Aerospace Div. Baltimore, MD; Orlando, FL; Denver, CO Automobile Workers—4,800	6 cents 11/14/85	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Bath Iron Works Bath, ME Marine and Shipbuilding—4,500	See next column 10/7/85	3-year agreement negotiated 10/7/85 provided: $1,000 bonus initially, and $500 in both 12/86 and 12/87; temporarily reduced rates for new hires; $15,000 (was $14,000) life insurance; $100 individual, $200 family medical deductible; 4 (was 3) days sick leave; settlement preceded by a 3-month strike; see CWD June 1984.
Norfolk Shipbuilding and Drydock Corp. Norfolk, VA Boilermakers—1,900	See next column 9/9/85	38-month agreement negotiated 9/85 provided: 2 percent retroactive to 12/17/84, 3 perent on both 11/11/85 and 11/10/86 and 5 percent on 11/9/87; 10 cents cost-of-living adjustment if any rise in the Consumer Price Index is greater than the general change in the 3d year; shift premiums of 45, 55 and 65 cents depending on classification; $8,500 noncontributory life insurance; employees pay any hospitalization premium increases; settlement preceded by 14-day strike; see CWD Nov. 1983.
Pennsylvania Shipbuilding Co. Chester, PA Boilermakers—1,000	45 cents 1/7/86	Deferred increase negotiated 1/12/85 (CWD Mar. 1985).
Avco Corp., Aerostructure Div. Nashville, TN Machinists—2,100	8 cents 11/85	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
United Technologies Corp., Florida R & D Center West Palm Beach, FL Machinists—1,300	31 cents (average) 1/85	Deferred increase negotiated 1/84 (CWD Apr. 1984); see CWD Jan. 1985.
TRW, Inc. Cleveland, OH Aircraft Workers Alliance, Inc.—2,900	2.5-3.4 percent 10/31/85	3-year agreement negotiated 10/85 also provided: 2.5-3 percent in 2d and 3d years; $16.50 (was $15.50) month pension per year of credited service; see CWD Nov. 1984.
Jeep Corp. Toledo, OH Automobile Workers—6,500	7 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Dana Corp., Spicer Axle Div. Fort Wayne, IN Allied Industrial Workers—1,650	3 percent 1/86	Deferred increase ratified 2/4/84 (CWD Apr. 1984); see CWD Dec. 1985.
Teledyne Continental Motors Muskegon, MI Automobile Workers—3,400	4 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
American Motors Corp. Kenosha and Milwaukee, WI Automobile Workers (Ind.) —8,000	8 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.

Continued—Selected wage and benefit changes

TRANSPORTATION EQUIPMENT—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
New United Motor Manufacturing, Inc. Fremont, CA Automobile Workers—1,200	2.25 percent 7/1/85	3-year agreement negotiated 6/25/85 also provided: lump-sum payments of 2.5 and 2.7 percent of earnings in the 2d and 3d years averaging $850 in 7/86 and $950 in 7/87; $180 ratification bonus; cost-of-living adjustment formula provided quarterly adjustments of 1 cent for each 0.26-movement in the BLS-CPI, resulting in 11 cents adjustment in 9/85 and 7 cents in 12/85; 45 paid holidays during the life of agreement; first listing.
Rohr Industries Riverside and Chula Vista, CA Machinists—4,200	7 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
General Dynamics Corp. Pomona, CA Machinists—3,000	5 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Nov 1985.

MISCELLANEOUS MANUFACTURING

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Armstrong World Industries Lancaster, PA United Rubber Workers—1,600	40 cents hour 11/1/85	1-year agreement negotiated 11/3/85; see CWD Feb. 1985.

NONMANUFACTURING

MINING

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Bituminous Coal Operators Assn. and other operators Various states United Mine Workers—105,000	5 cents 1/1/86	Deferred increase negotiated 9/84 (CWD Nov. 1984); see CWD Oct. 1985.

CONSTRUCTION

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Associated General Contractors of Massachusetts, Inc.; Building Trades Employers' Assn. of Boston and Eastern Massachusetts, Inc.; Labor Relations Div. of the Construction Industries of Massachusetts Eastern Massachusetts, except Boston Carpenters and Joiners—3,000	0-64 cents 10/10/84	In 10/84, parties negotiated 19.5-month agreement (replacing one scheduled to expire 5/31/85) which also provided: $1.30 or $1.63 hour to health and welfare fund (was $1.20); $1.25 or $1.75 hour to annuity fund (was $1.25); 5 cents hour to establish promotional fund at five locations; see CWD Oct. 1983.
Associated General Contractors of Massachusetts, Inc.; Building Trades Employers Assn. of Boston and Eastern Massachusetts Boston, MA Iron Workers—1,800	55 cents 1/1/86	Deferred increase negotiated 7/14/85 (CWD Aug. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Allied Building Metal Industries Inc. (structural iron work) New York, NY Iron Workers—1,200	$1.00 1/1/86	Deferred increase negotiated 7/13/84 (CWD Aug. 1985); see CWD Oct. 1985.
Associated Bricklayers and Mason Contractors of Greater New York New York, NY Bricklayers—1,900	98 cents 1/1/86	Deferred increase negotiated 7/6/84 (CWD Aug. 1984).
Associated Brick Mason Contractors of Greater New York City, and Building Contractors Assn. New York, NY Laborers—5,700	77 cents 1/1/86	Deferred increase negotiated 6/1/85 (CWD July 1984).
Allied Building Metal Industries Inc. (architectural, ornamental, and miscellaneous iron work) New York, NY Iron Workers—1,200	85 cents 1/1/86	Deferred increase negotiated 7/13/84 (CWD Aug. 1984); see CWD Oct. 1985.
Nassau and Suffolk Contractors Assn. (building agreement) Nassau and Suffolk counties, NY Nassau and Suffolk counties, NY Laborers—2,000	65 cents 1/1/86	Deferred increase negotiated 7/84 (CWD Aug. 1984); see CWD Oct. 1985.
Construction Employers of the Hudson Valley, Inc. (building agreement) Newburgh, NY area Carpenters and Joiners—900	40 cents 12/1/85	Deferred increase negotiated 6/1/84 (CWD July 1984); see CWD Jan. 1985.
Constructors Assn. of Western Pennsylvania Western Pennsylvania Operating Engineers—3,000	41 cents 1/1/86	Deferred increase negotiated 12/83 (CWD Mar. 1984).
Constructors Assn. of Western Pennsylvania Pittsburgh, PA Laborers—3,600	30 cents 1/1/86	Deferred increase negotiated 8/84 (CWD Mar. 1984).
Constructors' Labor Council of West Virginia, Inc. West Virginia Various unions—7,000	4.7 percent 12/16/85	Deferred increase negotiated 9/85 (CWD Nov. 1985).
Associated General Contractors of America, Inc. Atlanta, GA Laborers—1,000	5 cents 1/1/86	Deferred increase negotiated 6/85 (CWD Aug. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. Atlanta, GA Carpenters and Joiners—1,200	15 cents 1/1/86	Deferred increase negotiated 6/85 (CWD Aug. 1985).
Mechanical Contractors Assn. of Ohio Toledo, OH Plumbers—1,000	30 cents 1/1/86	Deferred increase negotiated 6/85 (CWD Aug. 1985).
Evansville Contractors Association, Inc. (previously listed as Building Construction Agreement) Indiana and Kentucky Laborers—1,500	35 cents 4/1/85	3-year agreement negotiated 4/1/85 also provided: 35 cents on 4/1/86 and 50 cents 4/1/87; $1.30 hour to health and welfare fund (was $1.15) and $1.45 on 4/1/86; see CWD Oct. 1984.
Construction League of Indianapolis, Inc., and Mason Contractors Assn. of Indianapolis (previously listed as Building Construction Agreement) Indiana Laborers—950	15 cents 6/1/85	2-year agreement negotiated 6/1/85 also provided: 10 cents wage increase on 6/1/85; $1.30 hour to health and welfare fund (was $1.15) increasing to $1.45 on 6/1/85; 85 cents to pension fund (was 75 cents) and $1.00 on 6/1/86; see CWD Oct. 1984.
Industrial Contractors and Builders Assn. of Indiana, Inc.; and the Calumet Builders Assn., Inc. (previously listed as Building Construction Agreement) Indiana Laborers—1,700	20 cents 6/12/85	2-year agreement negotiated 6/12/85 also provided: 20 cents on 6/1/86; $1.30 hour to health and welfare fund (was $1.10) increasing to $1.45 on 6/1/86; 85 cents to pension fund (was 75 cents) increasing to $1.00 on 6/1/86; see CWD Oct. 1984.
Sheet Metal Employers Assn. Detroit, Mich., area Sheet Metal Workers—1,000	40 cents 1/1/86	Deferred increase negotiated 7/9/85 (CWD Nov. 1985).
Plumbing Contractors of Metropolitan St. Louis St. Louis, MO Plumbers—900	70 cents 1/1/86	Deferred increase negotiated 7/5/83 (CWD Aug. 1983); see CWD July 1984.
Mechanical Contractors Assn. Utah Plumbers—1,000	15 cents 1/15/86	Deferred increase negotiated 7/85 (CWD Nov. 1985).
Associated General Contractors of America, Inc. Seattle and Tacoma Chapters Western and Central Washington Carpenters and Joiners—14,000	10 cents 6/1/85	Automatic semiannual cost-of-living adjustment; see CWD July 1984.
Northern California Drywall Contractors Assn. Northern California Painters—1,000	60 cents 7/1/85	Amount consists of 50 cents guaranteed annual cost-of-living adjustment and 10 cents generated by the cost-of-living formula; see CWD Nov. 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Painting & Decorating Contractors Assn. San Francisco, CA area (5 counties) Painters—2,000	$1 7/1/85	Amount consists of 50 cents guaranteed annual cost-of-living adjustment and 50 cents generated by the cost-of-living formula; see CWD Nov. 1984.
Painting and Decorating Contractors Assn. (Central Coast agreement) Santa Clara, San Mateo, San Benito, Santa Cruz and Monterey counties, California Painters—1,000	$1 7/1/85	Amount consists of 50 cents guaranteed annual cost-of-living adjustment and 50 cents generated by the cost-of-living formula; see CWD Nov. 1984.
Independent contractors San Diego County, CA Carpenters and Joiners—1,175	25 cents 12/30/85	Deferred increase negotiated 6/16/84 (CWD Aug. 1984).
TRANSPORTATION AND PUBLIC UTILITIES		
Boston Gas Co. (physical and clerical employees) Boston, MA Steelworkers—1,000	6 percent 1/86	Deferred increase negotiated 1/84 (CWD Mar. 1984); see CWD Jan. 1985.
Jersey Central Power & Light Co. Morristown, NJ Electrical Workers (IBEW)—2,700	5 percent 11/1/85	Agreement negotiated 11/25/85 also provided: 5 percent effective 11/1/86; 59 cents (was 55) shift differentials increasing to 63 cents 11/1/86; effective 1/1/86, company increased contribution toward dependent coverage for two-person plan by $6.64 per month and $5.03 a month for family; effective 1/1/87, increased employee contribution to Blue Cross/Blue Shield premium to 10 percent; amended retirement annuities plan effective 1/1/86; see CWD Nov. 1984.
General Telephone Co. of Ohio Marion, OH Communications Workers—2,250	2 percent 1/86	Deferred increase negotiated 7/84 (CWD Oct. 1984); see CWD Juy 1985.
Master Cartage Agreement Chicago, IL area Chicago Truck Drivers (ind.)—5,000	See next column 4/1/85	3-year agreement negotiated 10/85 provided: pay increases of 50 cents an hour in 1st, 2d, and 3d years of contract for workers at some companies although most of workers under the master agreement subsequently received either no increase or a decrease in pay through riders to the master contract as warranted by economic conditions at various companies; 2d year wage reopener for workers at most companies contingent upon economic improvement; discontinuance of cost-of-living adjustment clause; and increases of $4 a week employer payments to fund health and welfare and/or pension benefits each year of contract; see CWD May 1984.
General Telephone Company of Illinois Springfield and Frankford, IL Electrical Workers (IBEW)—1,400	See next column 11/3/85	3-year agreement negotiated 11/85 provided: lump sum bonus of 3 percent of annual wages payable 11/27/85, 3½ percent general wage increase 11/2/86 and 2½ percent 11/1/87; see CWD Oct. 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Michigan Consolidated Gas Co. Michigan Service Employees—1,000	45 cents 12/1/85	3-year agreement negotiated 12/15/85 also provided: 40 cents in 12/86 and 30 cents in 12/87; quarterly cost-of-living adjustments continued, guaranteeing 77 cents increase at the end of the 3d year; $1,050 month normal pension, increasing to $1,100 3d year; extended supplemental pension through age 65 (was 62); $750 (was $500) annual dental reimbursement for orthodontia; $1,000 (was $500) dependent child lifetime medical coverage; revised savings plan; see CWD Oct. 1985.
Detroit Edison Co. Southeastern Michigan Utility Workers—3,600	7 cents 12/85	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
General Telephone Co. of Wisconsin Communications Workers —1,275	4.75 1/86	Deferred increase negotiated 1/84 (CWD Apr. 1984); see CWD Jan. 1985.
Transit Authority (operators, technical) Ames, IA State, County, and Municipal Employees—1,050	1 percent 1/1/86	Deferred increase negotiated 2/85 (CWD Sept. 1985).
Northern States Power Minneapolis—St. Paul, MN Electrical Workers (IBEW) —3,200	6 percent 1/86	Deferred increase negotiated 12/84 (CWD Feb. 1985).
Puget Sound Power and Light Co. Bellevue, WA Electrical Workers (IBEW) —1,500	3 percent 1/1/86	Deferred increase negotiated 4/85 (CWD July 1985).
Pacific Gas and Electric Co. Northern and Central CA Various unions—22,400	3 percent 1/86	Deferred increase negotiated 1/84 (CWD Apr. 1984); see CWD Mar. 1985.
Power and Water Division (clerical) Los Angeles, CA Electrical Workers (IBEW) —1,750	5 percent 10/1/85	3-year agreement negotiated 10/85 also provided: 5 percent wage increase effective 10/1/86; wage and benefit reopening on 7/1/87; health insurance for family fully financed by the city (was 95 percent); 12 and one-half paid holidays (Martin Luther King's birthday added); first listing.
Power and Water Division (operators, service and maintenance) Los Angeles, CA Electrical Workers (IBEW) 4,950	See next column 10/1/85	3-year agreement negotiated 10/85 provided: terms similar to clerical listing above; first listing.
MTL Inc. Honolulu, HI Teamsters (Ind.)—1,200	30 cents 1/1/86	Deferred increase negotiated 5/84 (CWD July 1984); see CWD July 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE		
Montgomery Ward & Co. National Teamsters (Ind.)—9,600	4 percent 1/1/86	Deferred increase negotiated 8/22/83 (CWD Nov. 1983); see CWD Jan. 1985.
Acme Food Stores Wilmington, DE, area United Food and Commercial Workers—1,250	37 cents (average) 1/1/86	Deferred increase negotiated 6/3/84 (CWD July 1984); see CWD Jan. 1985.
Pathmark, Foodtown, Grand Union, and Shop Rite Stores Northern New Jersey and Southern New York United Food and Commercial Workers—6,000	26 cents (average) 1/12/86	Deferred increase negotiated 2/21/84 (CWD May 1984); see CWD July 1985.
Acme Food Stores Central and Southern New Jersey United Food and Commercial Workers—2,700	37 cents (average) 1/1/86	Deferred increase negotiated 6/3/84 (CWD July 1984); see CWD Jan. 1985.
Gimbel Brothers, Inc. New York, NY area Retail, Wholesale, and Department Store—4,000	$7 week 1/1/86	Deferred increase negotiated 6/12/85(CWD July 1985).
Acme Food stores Philadelphia, PA United Food and Commercial Workers—5,000	20-40 cents 1/26/86	Deferred increase negotiated 7/29/84 (CWD Sept. 1984); see CWD Jan. 1985.
Giant Eagle Food Stores Pittsburgh, PA United Food and Commercial Workers—3,500	35 cents 1/1/86	Deferred increase negotiated 12/22/83 (CWD Mar. 1984).
Colonial Stores North and South Carolina United Food and Commercial Workers—1,500	10.8 cents (average) 1/1/86	Deferred increase negotiated 7/18/83 (CWD Oct. 1983); see CWD July 1985.
Kroger Southern Indiana and Kentucky United Food and Commercial Workers—5,700	10 cents 1/1/86	Deferred increase negotiated 12/18/83 (CWD Feb. 1984); see CWD July 1985.
Safeway Stores Kansas City, MO United Food and Commercial Workers—1,100	$100-$400 lump sum 12/85	2-year agreement negotiated 11/17/85 also provided: 37 cents on 7/13/86; benefit levels maintained; see CWD July 1984.
Food Employers Assn. Inc. (grocery warehouses) Western Oregon Teamsters (Ind.)—1,700	30 cents 1/1/86	Deferred increase negotiated 7/31/83 (CWD Sept. 1983); see CWD Sept. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Fred Meyer, Inc. Portland, OR United Food and Commercial Workers—1,700	20 cents 1/1/86	Deferred increase negotiated 9/24/83 (CWD Nov. 1983); see CWD July 1985.
Thrifty Drug Stores Southern California United Food and Commercial Workers—2,500	10 cents 1/1/86	Deferred increase negotiated 7/14/83 (CWD Sept. 1983); see CWD July 1985.
Save-on Drug Stores Southern California United Food and Commercial Workers—2,500	10 cents 1/1/86	Deferred increase negotiated 7/28/83 (CWD Sept. 1983); see CWD July 1985.
Southern California Food Council Southern California Service Employees—1,400	10 cents 1/6/86	Deferred increase negotiated 3/85 (CWD Apr. 1985).
Bob's Big Boy Stores Southern California Bob's Employee Assn. (Ind.)—5,200	1.5 percent 1/1/86	Deferred increase negotiated 12/21/83 (CWD Mar. 1984); see CWD July 1985.
San Mateo Hotel and Restaurant Employees Assn. San Mateo, CA Hotel Employees and Restaurant Employees—5,200	4.5 percent (average) 1/1/86	Deferred increase negotiated 12/22/83 (CWD Feb. 1984); see CWD Jan. 1985.
FINANCE, INSURANCE, AND REAL ESTATE		
Realty Advisory Board on Labor Relations (commercial buildings agreement) New York, NY Service Employees—18,000	57.5 cents 1/1/86	Deferred increase negotiated 1/84 (CWD Jan. 1985.
Blue Cross of California Northern California Office and Professional Employees—1,200	1 percent 1/1/86	Deferred increase negotiated 1/84 (CWD Mar. 1984); see CWD Jan. 1985.
SERVICES		
Film Exchange Agreement National Theatrical Stage Employees—1,200	4 percent 12/1/85	40-month agreement negotiated 11/85 also provided: 4 percent 4/1/87 and 5 percent 4/1/88; $21.85 (currently $21.50) week employer payment to pension fund (represents 1-cent an hour increase) 12/1/87; and establishment of $4 a week employee contribution towards medical benefits 12/1/88; see CWD Dec. 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Greater Boston Hotel and Motor Inn Assn. Boston, MA Hotel Employees and Restaurant Employees—3,400	40-cents-nongratuity employees; 20-cents gratuity employees 12/1/85	3-year agreement negotiated 12/85 also provided: 20 cents—nongratuity and gratuity employees 12/1/86, 20 cents nongratuity employees 12/1/87, and 20 nongratuity employees 6/1/88; new hire rates for 1st 4 months of employment regular rates paid after 4 months of $5.00, $5.15, and $5.50 effective 12/1/85, 12/1/86, and 12/1/87, respectively, for nongratuity employees with gratuity new hires paid 75 percent of these rates for 1st 4 months; 9th paid holiday added in 1986; 4 paid days of sick leave added 12/1/86; 50 (was 46) cents an hour employer payments for health and welfare benefits 12/1/85, increasing to 54 cents 12/1/86 and 58 cents 12/1/87; see CWD Dec. 1984.
Yale University (service and maintenance employees) New Haven, CT Hotel Employees and Restaurant Employees (Fed. of University) Employees)—1,000	See next column 1/19/86	Deferred increases of 15 cents, grades 1-5, 30 cents grades 6-10, and 50 cents grades 11-17 negotiated 1/85 (CWD Feb. 1985); see CWD Sept. 1985.
Cemetaries in New York and New Jersey New York and New Jersey Service Employees—1,400	$25 week 1/1/86	Deferred increase negotiated 5/85 (CWD July 1985).
Service Employees Assn. New York, NY area Service Employees—36,000	57.5 cents 1/1/86	Deferred increase negotiated 2/84 (CWD Mar. 1984); see CWD Jan. 1985.
Rutgers University (maintenance, service) Trenton, NJ State, County and Municipal Employees—1,200	3 percent 1/1/86	Deferred increase negotiated 6/27/85 (CWD Oct. 1984); see CWD July 1985.
Temple University (faculty) Philadelphia, PA American Association of University Professors (Ind.) —1,750	2-3 percent 1/1/86	Deferred increase negotiated 12/17/84 (CWD Apr. 1985); see CWD July 1985.
Temple University (clerical and office employees) Philadelphia, PA Hospital and Health Care Employees—1,300	2 percent 1/1/86	Deferred increase negotiated 7/85 (CWD Sept. 1985).
Teachers Volusia County, FL Florida Teachers Association (NEA-Ind.)—2,000	10 percent retroactive to 7/1/85	Negotiated 11/1/85 under a wage and benefit reopening of a 3-year agreement scheduled to expire on 6/30/87; see CWD Dec. 1984.
Board of Education (teachers) Jefferson, LA Jefferson Federation of Teachers (NEA-Ind.)	4 percent retroactive to 7/1/85	3-year agreement negotiated 10/85 also provided: wage and benefit reopening on both 10/9/86 and 10/9/87, $4.51 per period substitute teachers pay effective 7/1/86 (now $4.25); 10 sick days credited to teachers account at the beginning of school year, and those hired afterwards receive 1 day per month; established labor-management committee to explore ways of reducing use of sick leave by granting incentives; class preparation time increased to two class periods; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Youngstown Hospital Assn. (Technical Agreement) Youngstown, OH Service Employees—1,260	3.5 percent 12/1/85	3-year agreement under wage and benefit reopener 11/85 also provided: 3.5 percent 12/1/86 and 3.5 percent 12/1/87; 2 paid holidays eliminated over term of contract (was 12); eliminated 5th week of vacation for those with 20 years' service (except for employees already qualified 12/1/85; and $12 (was $11.50) a month per year of credited service basic pension benefit 12/1/85, increasing to $12.50 12/1/86 and to $13 12/1/87; see CWD Dec. 1984.
Youngstown Hospital Assn. (basic agreement for service workers) Youngstown, OH Service Employees—1,100	See next column 12/1/85	3-year agreement negotiated 11/85 under wage and benefit reopener provided: 1st year lump-sum payment of 3.5 percent of gross pay from 12/1/84 through 11/30/85, 2d-year lump sum payment of 3.5 percent of gross pay from 12/1/85 through 11/30/86, and a general pay increase of 25 cnts an hour added to base wages 12/1/87; 2 paid holidays eliminated over term of contract (was 12); eliminated 5th week of vacation for those with 20 years of service (except for employees already qualified) 12/1/85; and $12 (was $11.50) a month per year of service basic pension benefit 12/1/85, increasing to $12.50 12/1/86 and $13 12/1/87; see CWD Dec. 1984.
Board of Education (teachers) Dayton, OH National Education Association (Ind.)—1,800	4 percent 7/1/85	Deferred increase negotiated 3/26/85 (CWD May 1985).
Board of Education (teachers) Cincinnati, OH American Federation of Teachers—3,100	2 percent 1/1/86	Deferred increase negotiated 3/1/85 (CWD May 1985).
Teachers Ft. Wayne, IN National Education Association (Ind.)—1,500	7 percent 1/1/86	Deferred increase negotiated 12/84 (CWD Jan. 1985).
Greater Chicago Hotel and Motel Assn. Chicago, IL Hotel Employees and Restaurant Employees—9,000	25 cents 1/1/86	Deferred increase negotiated 4/83 (CWD May 1983); see CWD Jan. 1985.
Associated Guard and Patrol Agencies Chicago, IL, area Service Employees—6,000	10 cents 11/1/86	Deferred increase negotiated 6/85 (CWD Sept. 1985).
Illinois Assn. of Health Care Facilities Chicago, IL Service Employees—4,500	19 cents 1/1/86	Deferred increase negotiated 2/85 (CWD Apr. 1985).
Board of Education (clerical) Detroit, MI Detroit Association of Educational Employees (Ind.)—1,800	5 percent 1/1/86	Deferred increase negotiated 1/4/84 (CWD Sept. 1984); see CWD May 1985.
Board of Education (teacher aides) Detroit, MI Detroit Association of Educational Employees (Ind.)—1,400	5 percent 1/1/86	Deferred increase negotiated 1/4/84 (CWD Sept. 1984); see CWD May 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Board of Education (supervisors) Detroit, MI Organization of School Administrators and Supervisors (Ind.)—1,450	2 percent 1/1/86	Deferred increase negotiated 7/1/84 (CWD Aug. 1984); see CWD July 1985.
University of Minnesota (custodians, maintenance and cafeteria) St. Paul, MN Teamsters (Ind.)—1,650	4 percent retroactive to 7/1/85	2-year agreement negotiated 11/1/85 also provided: 4 percent wage increase on 7/1/86; 11th paid holiday, Martin Luther King Jr.'s birthday; first listing.
Teacher Shawnee, KS National Education Association (Ind.)—2,000	7.76 percent retroactive to 7/1/85	Negotiated 11/23/85 under a scheduled wage reopening of a 2-year agreement scheduled to expire on 6/30/86; see CWD Oct. 1984.
Board of Education (teachers) Denver, CO National Education Association (Ind.)—3,500	4.3 percent 1/1/86	Deferred increase negotiated 5/1/85 (CWD Aug. 1985).
Board of Education (custodians, cafeteria, aides, craftsmen) Lakewood, CO Colorado Classroom School Employees Assn. (Ind.)—2,750	3 percent 1/1/86	Deferred increase negotiated 12/20/84 (CWD Feb. 1985).
Teachers Beaverton, OR National Education Association (Ind.)—1,250	4 percent 7/1/85	3-year agreement negotiated 10/28/85 also provided: 6.3 percent wage increase on 7/1/86 and 6.68 percent on 7/1/87; first listing.
Kaiser Permanente (nurses) Northern California California Nurses Assn.—5,100	5 percent 1/5/86	Deferred increase negotiated 2/85 (CWD Apr. 1985).
Assn. of Hospitals of Santa Clara Co. Santa Clara Co., CA California Nurses Assn.—1,100	3 percent 1/1/86	Deferred increase negotiated 10/84 (CWD Nov. 1984).
Motion picture and television producers Los Angeles, CA Office and Professional Employees—1,900	3 percent 10/1/85	3-year agreements negotiated 10/85 also provided: 2.5 percent 10/1/86 and 3 percent 10/1/87; and vacations paid for at current rate of pay (was prior year's rate of pay); see CWD Sept. 1984.
Universal Studios Los Angeles, CA Office and Professional Employees—1,000	3 percent 10/1/85	3-year agreement negotiated 11/85 also provided: 2.5 percent 10/1/86 and 3 percent 10/1/87; two-tier system with lower pay rates established for new hires (current employees were "grandfathered" allowing up to 10 years to return to work following break in service in order to receive higher rates of pay); and vacations paid for at current rate of pay (was prior year's rate of pay); se CWD Sept. 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Major Honolulu hospitals (often referred to as "Big 5" agreement); Honolulu, HI Hawaii Nurses Assn.—1,500	4.5 percent (approximate) 12/1/85	1-year agreement negotiated 8/85 also provided: additional 75 cents over job rate for clinical nurse III position for performing on higher clinical level 12/1/85; and health and welfare and dental improvements; see CWD Dec. 1984.
PUBLIC ADMINISTRATION		
State employees (institutional services) Maine State, County and Municipal Employees—1,400	3.5 percent retroactive to 7/1/85	1-year agreement negotiated 11/27/85 also provided: 1.5 percent wage increase effective 1/1/86; sixth step added to the salary schedule; see CWD July 1984.
City employees (clerical) Boston, MA Service Employees International —4,000	3.84 percent 1/1/86	Deferred increase negotiated 4/1/85 (CWD July 1985).
County employees (general) Orange County, NY State, County and Municipal Employees—1,500	5 percent 1/1/86	Deferred increase negotiated 12/4/84 (CWD Jan. 1985).
Erie County employees (white-collar) Buffalo, NY State, County and Municipal Employees—4,000	5 percent 1/1/86	Deferred increase negotiated 7/11/85 (CWD Sept. 1985).
Firefighters Buffalo, NY International Association of Firefighters—1,000	5 percent 1/1/86	Deferred increase negotiated 7/1/84 (CWD Oct. 1984); see CWD July 1985.
Erie County employees (blue-collar) Buffalo, NY State, County and Municipal Employees—2,200	5 percent 1/1/86	Deferred increase negotiated 7/11/65 (CWD Sept. 1985).
County employees (general unit) Chautauqua County, NY Civil Service Employees Association (SCME)—1,200	6.75 percent 1/1/84	Deferred increase negotiated 5/8/84 (CWD Jan. 1985).
County employees Dutchess County, NY State, County and Municipal Employees—1,200	5 percent 1/1/86	Deferred increase negotiated 12/20/83 (CWD Aug. 1984); see CWD Jan. 1985.
County employees Oneida County, NY Civil Service Employees Association (SCME)—1,000	6 percent 1/1/86	Deferred increase negotiated 12/28/83 (CWD Sept. 1984).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
County employees (general) Onondaga, NY State, County and Municipal Employees—3,500	3 percent 1/1/86	Deferred increase negotiated 4/26/85 (CWD June 1985).
County employees (general) Broome County, NY Civil Service Employees Association (SCME)—1,100	5 percent 1/1/86	Deferred increase negotiated 12/20/83 (CWD Aug. 1985); see CWD Jan. 1985.
City employees (general) Trenton, NJ State, County and Municipal Employees—1,100	5 percent 1/1/86	Deferred increase negotiated 5/85 (CWD July 1985).
Middlesex County Roads and Parks (blue and white collar) New Brunswick, NJ New Jersey Civil Service Association (Ind.)—1,200	3.5 percent 6/23/85	2-year agreement negotiated 6/21/85 also provided: 3.5 percent wage increase on 12/22/85, 0.5 percent on 6/22/86 and 3.5 percent on 12/21/86; first listing.
Morristown Board of Chosen freeholders Morristown, NJ American Federation of Teachers—1,500	5.7 or 9 percent 1/1/86	Deferred increase negotiated 3/11/85 (CWD May 1985).
Fire Department Pittsburgh, PA International Association of Firefighters—1,050	6 percent 1/1/86	Deferred increase negotiated 10/19/84 (CWD Feb. 1985).
State employees (professional health care) Florida American Nurses Association (Ind.)—3,450	5 percent 1/1/86	Deferred increase negotiated 6/30/85 (CWD Aug. 1985).
State employees (law enforcement) Florida Florida Police Benevolent Association (Ind.)—2,350	5 percent 1/1/86	Deferred increase negotiated 6/30/85 (CWD Aug. 1985).
City employees (general) Jacksonville, FL State, County and Municipal Employees—3,000	4.7 percent retroactive to 10/1/85	Negotiated 11/12/85 under a scheduled wage reopening of a 3-year agreement scheduled to expire on 9/1/86; first listing.
Patrolmen Cleveland, OH Police Patolmen's Association (Ind.)—1,500	7 percent 1/1/86	Deferred increase negotiated 1/84 (CWD Sept. 1984); see CWD Jan. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
General employees Cleveland, OH State, County and Municipal Employees—1,800	6 percent 1/1/86	Deferred increase negotiated 3/26/84 (CWD July 1984); see CWD Jan. 1985.
Police Columbus, OH Fraternal Order of Police (Ind.)—1,050	6 percent 1/1/86	Deferred increase negotiated 1/85 (CWD July 1985).
Montgomery County Board of Commissioners Dayton, OH State, County, and Municipal Employees—1,000	6 percent 1/1/86	Deferred increase negotiated 1/5/85 (CWD Feb. 1985).
City employees (police) Cincinnati, OH Fraternal Order of Police (Ind.)—1,150	4.25 percent 12/15/85	Deferred increase negotiated 1/85 (CWD July 1985).
County employees (general) Hennepin County, MN State, County and Municipal Employees—3,000	4.5 percent 1/1/86	Deferred increase negotiated 4/26/85 (CWD June 1985).
City employees (general) Milwaukee, WI State, County and Municipal Employees—2,800	3.9 percent 12/29/85	Deferred increase negotiated 5/9/85 (CWD July 1985).
City employees (general) Omaha, NE State, County and Municipal Employees—1,050	5 percent 1/1/86	Deferred increase negotiated 6/18/85 (CWD Aug. 1985).
State employees (security) Iowa State, County and Municipal Employees—1,200	10 percent 1/1/86	Deferred increase negotiated 3/85 (CWD Aug. 1985).

Table 1. Work stoppages involving 1,000 workers or more, 1947 to date[1]

Month and year	Number of stoppages: Beginning in month or year	Number of stoppages: In effect during month or year	Workers involved: Beginning in month or year (thousands)	Workers involved: In effect during month or year (thousands)	Days idle: Number (thousands)	Days idle: Percent of estimated working time[2]
1947	270	-	1,629	-	25,720	
1948	245	-	1,435	-	26,127	0.22
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,180	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1,031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,567	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981	145	-	729	-	16,908	.07
1982	96	-	656	-	9,061	.04
1983	81	-	909	-	17,461	.08
1984	62	-	376	-	8,499	.04
1984: January	6	12	28.0	42.9	505.3	.03
February	3	13	9.4	42.4	379.5	.02
March	2	10	3.0	16.5	296.3	.01
April	7	13	28.5	38.4	657.3	.03
May	5	15	8.1	39.2	587.6	.03
June	5	14	23.7	45.9	761.1	.04
July	8	20	70.8	106.4	1,228.0	.06
August	5	19	24.2	103.9	1,634.5	.07
September	10	18	107.9	122.9	731.0	.04
October	4	16	18.0	38.6	562.1	.03
November	4	15	12.0	32.3	500.1	.03
December	3	13	42.5	59.0	655.8	.04
1985p: January	2	9	4.7	16.0	278.3	.01
February	4	13	29.3	43.9	259.3	.01
March	4	12	15.2	48.2	698.5	.03
April	3	8	6.2	14.1	229.5	.01
May	2	8	6.9	14.8	203.3	.01
June	2	8	15.7	28.5	454.3	.02
July	9	13	52.3	60.2	500.2	.02
August	6	18	15.3	66.8	869.7	.03
September	11	20	69.5	93.9	931.4	.04
October	4	18	74.6	117.3	1,433.0	.06
November	2	11	25.0	64.6	651.2	.03
December	2	8	8.2	38.1	665.4	.03

[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time: private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in " 'Total Economy' Measure of Strike Idleness," ***Monthly Labor Review***, October 1968, pp. 54-56.

p = preliminary.

Table 2. Work stoppages involving 1,000 workers or more during December 1985

Organization involved and location[1]	Beginning date	Ending date	Number of workers[2]	Days of idleness during December
Bituminous Coal Companies West Virginia, Kentucky, and Pennsylvania Mine Workers (Ind.)	10/1/84		1,100	39,600
Chicago Tribune Chicago, IL Chicago Pressmen, Mailers, and Typographical Union (Ind.)	7/18/85		1,000	21,000
George A. Hormel Company Austin, MN Food and Commercial Workers	8/10/85		1,700	35,700
Watsonville Canning and Frozen Food Warehouse and Robert A. Shaw Watsonville, CA Teamsters	9/9/85		1,700	35,700
Textron, Inc. Fafnir Bearings Division New Britain and Newington, CT Automobile Workers and Machinists	9/27/85	12/23/85	1,300	20,800
Food Employers Los Angeles, Santa Barbara, CA Food and Commercial Workers	11/5/85	12/29/85	22,000	418,000
United Technologies Pratt and Whitney Group Middletown, North Haven and Southington, CT Machinists	12/1/85	12/15/85	6,400	64,000
Painting and Decorating Contractors St. Louis, MO Painters	12/2/85	12/24/85	1,800	30,600
Stoppages beginning in December: Stoppages in effect in December:	2 stoppages 8 stoppages		8,200 37,000	 685,400

[1] Labor organizations are affiliated with AFL-CIO except where noted as independent (Ind.).

[2] The number of workers involved is rounded to the nearest hundred.

[3] A.T. Massey Coal Company, National Mines Corporation, and a number of coal companies were struck after they failed to sign the new master coal contract negotiated by the Bituminous Coal Operators' Association and the United Mine Workers, which signed on 9/28 and became effective on 10/1. Several at the smaller companies have reached agreements. Strike ended at National Mines Corp. 3/28/85.

Major Agreements Expiring in February

Employer and location	Private industry	Labor organization[1]	Number of workers
Associated General Contractors of New Jersey (New Jersey)	Construction	Laborers	5,000
Campbell Soup Co. (Camden, NJ)	Food products	Food and Commercial Workers	1,400
American Crystal, Holly, Amstar, and others (California)	Food products	Distillery, Wine and Allied Workers	1,200
Farah Manufacturing Co., Inc. (El Paso, TX)	Apparel	Clothing and Textile Workers	4,000
Industrial Relations Council of the Furniture Manufacturers of Southern California (California)	Furniture	Carpenters	1,100
Revlon, Inc. (Edison, NJ)	Chemicals	Auto Workers	2,300
Dow Chemical Co. (Midland, MI)	Chemicals	Steelworkers	2,650
Exxon Co., Bayway Refinery (Linden, NJ)	Petroleum	Teamsters (Ind.)	1,000
Texaco Inc. (Port Arthur, TX)	Petroleum	Oil Chemical and Atomic Workers	4,600
National Can Co. (Interstate)	Fabricated metal products	Steelworkers	4,000
American Can Co. (Interstate)	Fabricated metal products	Steelworkers	5,500
Continental Group Inc. (Interstate)	Fabricated metal products	Steelworkers	4,500
Crown Cork and Seal Co. (Interstate)	Fabricated metal products	Steelworkers	1,000
Colt industries, division of Chandler Evans (West Hartford, CT)	Machinery	Auto Workers	1,000
Speed Queen Co., Ripon division (Ripon, WI)	Electrical products	Steelworkers	1,000
GTE Automatic Electric Inc. (Huntsville, AL)	Electrical products	Communications Workers	1,450
Northrup Worldwide Aircraft Services, Inc. (Ft. Rucker, AL)	Transportation	Machinists	1,650
Natural Fuel Gas Co. (New York)	Utilities	Electrical Workers (IBEW)	1,900
Long Island Lighting Co. (New York)	Utilities	Electrical Workers (IBEW)	3,900
Bamberger's (Newark, NJ)	Retail trade	Food and Commercial Workers	1,700
Spiegel, Inc., warehouse (Chicago, IL)	Retail trade	Teamsters (Ind.)	2,300
Food Store Employers Labor Council (Philadelphia, PA)	Retail trade	Teamsters (Ind.)	1,600
Grand Union, grocery department (New York, NY)	Retail trade	Food and Commerical Workers	1,200
Food Employers Council of Northern California (California)	Retail trade	Food and Commerical Workers	22,000
Food Employers Labor Relations Council (California)	Retail trade	Food and Commerical Workers	13,000
Star Supermarkets, Inc. (New York)	Retail trade	Food and Commercial Workers	2,000
Long Beach and Orange County Restaurant Association (California)	Restaurants	Hotel Employees and Restaurant Employees	3,000
Metropolitan Garage Owners Association (New York, NY)	Services	Teamsters (Ind.)	3,000
Stanford University Medical Center (Palo Alto, CA)	Hospitals	Nurses Association (Ind.)	1,250
	Government activity	**Labor organization**[1]	**Number of workers**
California: Anaheim Stadium Convention Center	Amusements	Service Employees	1,100
Ohio: Cuyahoga County hospitals, nonprofessionals	Hospitals	State, County and Municipal Employees	2,000

---

[1] Affiliated with AFL-CIO except where noted as independent (Ind.).

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars are current earnings adjusted for price changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance, and Social Security.

The index covers all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981 = 100), for most of the current series. Compensation indexes begin in December 1979 for white-collar, blue-collar, and service workers, for goods-producing and service-producing industries, for manufacturing and nonmanufacturing, and for workers by bargaining status and by area size. Within the bargaining status series, compensation data for goods-producing and service-producing industries and for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during the reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those deferred from earlier negotiations, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for compensation). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Data relate to the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective date of

agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while compensation changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover or establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$4.53	4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.33
1977 dollars	5.10	5.18	5.25	5.29	5.14	4.89	4.83	4.83	4.89	4.91
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	163.53	175.45	189.00	203.70	219.91	235.10	255.20	267.26	280.70	294.05
1977 dollars	184.16	186.85	189.00	189.31	183.41	172.74	170.13	168.09	r171.26	173.48
Indexes										
Average hourly compensation:										
All persons, business sector:										
Current dollars (1977 = 100)	85.6	92.9	100.0	108.5	118.7	131.1	143.4	155.0	161.7	168.6
1977 dollars	96.4	98.9	100.0	100.8	99.1	96.4	95.5	97.3	98.4	98.4
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	86.1	93.0	100.0	108.5	118.2	130.3	142.8	154.1	161.6	168.2
1977 dollars	96.9	99.0	100.0	100.8	98.7	95.8	95.1	96.8	98.3	98.1
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	86.7	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.7
1977 dollars	97.6	99.0	100.0	100.5	97.4	93.5	92.6	93.4	94.9	94.8

[1] Production or nonsupervisory workers.

r = revised.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1984	1985											
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.p	Dec.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$8.46	$8.50	$8.52	$8.52	$8.54	$8.53	$8.56	$8.54	$8.54	$8.68	$8.65	$8.68	$8.73
1977 dollars	4.92	4.93	4.93	4.90	4.89	4.87	4.87	4.86	4.85	4.91	4.89	4.88	–
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	300.33	294.95	294.79	298.20	298.05	298.55	303.02	301.46	302.32	305.54	303.62	302.93	309.04
1977 dollars	174.61	171.28	170.50	171.68	170.80	170.50	172.56	171.48	171.68	173.01	171.54	170.47	–
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	163.5	163.7	164.3	164.3	164.7	164.8	165.2	165.[illegible]	165.1	167.0	166.5	167.3	168.5
1977 dollars	95.0	95.1	95.0	94.6	94.4	94.1	94.1	93.9	93.8	94.6	94.1	94.1	–
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$8.47	$8.44	$8.49	$8.52	$8.54	$8.55	$8.59	$8.57	$8.60	$8.65	$8.64	$8.67	$8.75
1977 dollars	4.92	4.89	4.90	4.91	4.89	4.88	4.90	4.89	4.89	4.91	4.90	4.88	–
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	298.14	296.24	298.00	299.90	296.90	300.11	301.51	299.95	301.86	303.62	303.26	303.45	–
1977 dollars	173.14	171.73	172.15	172.46	171.19	171.59	172.00	171.01	171.80	172.51	171.82	–	–
Indexes													
Average hourly compensation (quarterly data):													
All persons, business sector:													
Current dollars (1977 = 100)	–	–	173.1	–	–	174.5	–	–	175.8	–	–	–	–
1977 dollars	–	–	98.9	–	–	98.6	–	–	99.4	–	–	–	–
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	–	–	172.5	–	–	173.9	–	–	175.4	–	–	–	–
1977 dollars	–	–	98.5	–	–	98.3	–	–	98.6	–	–	–	–
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	163.4	163.0	164.0	164.4	164.8	164.9	165.7	165.4	165.7	166.7	166.7	167.1	168.4
1977 dollars	94.9	94.5	94.7	94.5	94.4	94.3	94.5	94.3	94.3	94.7	94.3	94.1	–

[1] Production or nonsupervisory workers.

p = preliminary.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984
In dollars										
Average hourly earnings, private nonfarm economy	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.33
Mining	5.95	6.46	6.94	7.67	8.49	9.17	10.04	10.77	11.28	11.63
Contract construction	7.31	7.71	8.10	8.66	9.27	9.94	10.82	11.63	11.94	12.12
Manufacturing	4.83	5.22	5.68	6.17	6.70	7.27	7.99	8.49	8.83	9.18
Transportation and public utilities	5.88	6.45	6.99	7.57	8.16	8.87	9.70	10.32	10.79	11.11
Wholesale trade	4.73	5.03	5.39	5.88	6.39	6.96	7.56	8.09	8.55	8.96
Retail trade	3.36	3.57	3.85	4.20	4.53	4.88	5.25	5.48	5.74	5.88
Finance, insurance and real estate	4.06	4.27	4.54	4.89	5.27	5.79	6.31	6.78	7.29	7.62
Services	4.02	4.31	4.65	4.99	5.36	5.85	6.41	6.92	7.31	7.64
Indexes, 1977 = 100										
Hourly Earnings Index, private nonfarm economy[1]	86.7	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.7
Mining	85.4	92.5	100.0	112.2	122.9	134.2	148.2	158.9	166.7	173.8
Contract construction	90.3	95.1	100.0	106.7	114.1	121.9	132.0	141.2	145.6	148.0
Manufacturing	85.9	92.5	100.0	108.3	117.6	129.4	141.9	152.4	157.9	162.8
Transportation and public utilities	84.3	92.2	100.0	108.2	116.8	127.2	139.4	148.8	156.6	161.7
Wholesale trade	87.7	93.3	100.0	109.1	118.6	128.0	139.9	149.7	158.2	165.7
Retail trade	87.0	92.7	100.0	109.1	117.7	127.2	137.0	143.4	150.2	153.9
Finance, insurance, and real estate	89.2	94.0	100.0	107.6	116.0	127.0	138.1	148.3	158.7	165.6
Services	86.5	92.9	100.0	107.4	115.1	125.5	137.3	147.9	156.0	162.9

[1] Production or nonsupervisory workers

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1984	1985											
	Dec.	Jan	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov. p	Dec. p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$8.46	$8.50	$8.52	$8.52	$8.54	$8.53	$8.56	$8.54	$8.54	$8.68	$8.65	$8.68	$8.73
Mining	11.70	11.86	11.90	11.91	11.93	11.86	11.99	11.88	11.95	12.00	11.96	12.00	12.13
Contract construction	12.26	12.30	12.33	12.22	12.21	12.19	12.12	12.16	12.22	12.40	12.36	12.20	12.39
Manufacturing	9.40	9.43	9.43	9.45	9.48	9.48	9.50	9.53	9.48	9.55	9.54	9.61	9.71
Transportation and public utilities	11.26	11.26	11.27	11.24	11.27	11.24	11.32	11.35	11.40	11.52	11.46	11.56	11.60
Wholesale trade	9.19	9.16	9.22	9.19	9.24	9.24	9.28	9.27	9.25	9.33	9.25	9.33	9.44
Retail trade	5.89	5.97	5.99	5.97	5.96	5.97	5.94	5.93	5.91	5.99	5.97	6.00	5.99
Finance, insurance, and real estate	7.76	7.77	7.87	7.87	7.85	7.83	7.95	7.87	7.90	8.03	8.00	8.09	8.19
Services	7.84	7.84	7.87	7.87	7.89	7.88	7.91	7.86	7.87	8.04	8.04	8.11	8.20
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	163.5	163.7	164.3	164.3	164.7	164.8	165.2	165.1	165.1	167.0	166.5	167.3	168.5
Mining	176.9	177.4	178.4	177.8	178.6	177.9	178.9	178.6	178.8	179.3	178.7	179.8	181.2
Contract construction	149.2	149.4	149.9	148.8	149.2	149.3	148.4	148.9	149.8	151.8	151.2	148.8	150.6
Manufacturing	165.8	166.8	167.0	167.3	167.9	168.2	168.5	169.1	168.6	169.3	169.3	170.2	171.1
Transportation and public utilities	164.7	164.3	164.7	164.8	164.5	164.2	165.1	165.0	165.9	168.3	167.5	168.9	169.7
Wholesale trade	169.8	169.2	170.2	169.9	170.7	170.7	171.3	171.1	170.7	172.3	171.0	172.4	174.3
Retail trade	154.4	155.1	155.9	155.8	156.1	156.6	156.0	155.7	155.3	157.3	156.4	156.8	156.9
Finance, insurance, and real estate	166.6	168.2	170.2	170.3	170.0	169.8	172.1	170.5	171.2	173.8	173.0	174.6	176.9
Services	166.9	166.6	167.2	167.4	168.0	157.8	168.8	167.8	168.2	171.5	171.1	172.4	174.4
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$8.47	$8.44	$8.49	$8.52	$8.54	$8.55	$8.59	$8.57	$8.60	$8.65	$8.64	$8.67	$8.75
Mining[2]	11.70	11.86	11.90	11.91	11.93	11.86	11.99	11.88	11.95	12.00	11.96	12.00	12.13
Contract construction	12.20	12.20	12.27	12.22	12.26	12.25	12.23	12.23	12.26	12.30	12.28	12.26	12.33
Manufacturing	9.35	9.38	9.41	9.43	9.48	9.49	9.51	9.53	9.56	9.56	9.58	9.61	9.65
Transportation and public utilities	11.23	11.21	11.25	11.27	11.30	11.31	11.40	11.36	11.41	11.49	11.44	11.49	11.55
Wholesale trade	9.19	9.09	9.20	9.23	9.22	9.24	9.32	9.27	9.27	9.32	9.26	9.35	9.44
Retail trade	5.93	5.92	5.94	5.95	5.94	5.96	5.94	5.95	5.96	6.00	5.99	6.00	6.03
Finance, insurance, and real estate[2]	7.78	7.77	7.87	7.87	7.85	7.83	7.95	7.87	7.90	8.03	8.00	8.09	8.19
Services	7.81	7.74	7.81	7.96	7.86	7.89	7.97	7.94	7.97	8.03	8.03	8.09	8.17
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	133.4	163.0	164.0	164.4	164.8	164.9	165.7	165.4	165.7	166.7	166.4	167.1	168.4
Mining[2]	176.9	177.4	178.4	177.8	178.6	177.9	178.9	178.8	178.8	179.3	178.7	179.8	181.2
Contract construction	148.9	149.2	150.8	149.9	150.4	150.0	149.3	149.1	149.4	150.0	149.4	148.6	150.1
Manufacturing	165.4	166.3	166.9	167.4	167.9	168.4	168.6	169.0	169.3	169.1	169.4	170.1	170.7
Transportation and public utilities	164.1	163.5	164.2	165.4	165.0	165.0	166.6	166.0	166.1	167.3	167.0	167.7	169.0
Wholesale trade[2]	169.8	169.2	170.2	169.9	170.7	170.7	171.3	171.1	170.8	172.3	171.0	172.4	174.3
Retail trade	155.6	154.5	155.4	155.5	155.6	155.9	155.9	155.8	155.3	157.2	156.7	157.2	158.1
Finance, insurance, and real estate[2]	168.6	168.2	172.2	170.3	170.0	169.8	172.1	170.5	171.2	173.8	173.0	174.6	176.9
Services	166.7	164.9	166.2	167.2	167.8	167.6	169.8	169.0	169.6	171.5	171.1	172.1	174.2

---

[1] Production or nonsupervisory workers.

[2] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1983		1984				1985			
	III	IV	I	II	III	IV	I	II	III	IVp
Average hourly compensation:										
All persons, business sector	3.3	3.7	4.1	4.0	4.6	4.2	3.8	4.2	4.5	–
All employees, nonfarm business sector:										
Current dollars	4.1	3.9	3.9	3.9	4.3	4.1	4.0	3.9	3.9	–
1977 dollars	1.5	0.7	-0.6	-0.4	0.1	0.1	0.4	0.2	0.5	–
Average hourly earnings, private nonfarm economy[1]	4.1	4.4	4.2	4.1	4.0	3.4	3.1	3.1	2.9	3.1
Mining[2]	3.6	3.9	3.5	3.7	3.2	2.0	2.7	2.6	2.5	3.4
Contract construction	2.2	1.5	1.1	1.8	1.7	1.4	1.5	1.0	1.0	1.0
Manufacturing	3.5	4.3	4.3	4.1	4.0	3.8	3.7	3.9	3.6	3.2
Transportation and public utilities	4.0	3.8	3.1	2.9	3.4	2.4	2.2	2.3	2.4	2.7
Wholesale trade	5.3	5.5	5.1	4.9	4.9	4.3	4.2	4.0	3.1	2.8
Retail trade	4.8	4.2	3.4	2.7	1.9	1.8	1.7	1.4	1.5	1.5
Finance, insurance, and real estate[2]	6.6	6.2	4.9	4.5	4.9	4.0	3.9	3.9	3.8	4.8
Services	5.0	4.9	4.7	4.5	4.5	4.2	3.8	4.0	3.9	4.5
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	4.1	4.0	3.6	3.5	3.4	3.1	3.1	3.1	2.9	3.0
1977 dollars	1.6	1.1	-.1	.4	-.1	-.4	-.4	-.9	-.1	–
Mining[2]	4.3	4.2	4.3	4.6	4.4	3.9	3.7	3.1	2.4	2.2
Contract construction	2.6	2.0	1.6	2.0	1.7	1.3	1.8	1.2	1.1	.9
Manufacturing	2.7	2.8	2.8	3.2	3.4	3.3	3.7	3.8	3.5	3.2
Transportation and public utilities	4.7	4.3	3.5	3.3	3.4	2.9	2.6	2.6	2.7	2.8
Wholesale trade[2]	5.3	5.5	5.2	4.8	4.7	4.2	4.0	3.8	2.9	2.6
Retail trade	4.9	4.4	3.6	2.8	1.9	1.7	1.5	1.3	1.5	1.6
Finance, insurance, and real estate[2]	6.2	5.9	4.7	4.4	4.6	3.6	3.3	3.5	3.4	4.5
Services	5.0	4.8	4.6	4.4	4.4	4.0	3.7	3.9	3.8	4.4
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	4.9	5.8	5.7	5.1	4.7	3.5	2.6	2.3	2.3	2.7
1977 dollars	2.4	2.8	1.8	2.0	1.1	-.1	-.9	-1.6	-.8	–

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

r = revised.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1983				1984				1985			
	I	II	III	IV	I	II	III	IV	I	II	III	IVp
Average hourly compensation:												
All persons, business sector	4.4	2.2	2.0	6.1	6.2	1.9	4.4	4.4	4.8	3.3	5.4	–
All employees, nonfarm business sector:												
Current dollars	5.7	3.3	2.3	4.5	5.4	3.5	3.7	3.8	4.8	3.2	3.7	–
1977 dollars	5.3	-1.0	-1.8	0.4	0.1	-0.2	0.0	0.2	1.5	-1.0	1.3	–
Average hourly earnings, private nonfarm economy[1]	4.9	4.1	3.4	5.2	4.0	3.6	3.1	2.7	2.9	3.7	2.2	3.8
Mining[2]	7.7	.1	3.0	3.8	6.2	1.7	.9	-.7	9.0	1.2	.6	2.8
Contract construction	3.3	-.2	.7	2.4	1.7	2.5	.4	.9	2.1	.5	.5	.6
Manufacturing	4.6	3.6	3.9	5.1	4.5	3.0	3.5	4.3	4.1	3.7	2.4	2.7
Transportation and public utilities	5.8	3.5	.7	5.0	3.0	2.8	2.8	1.2	1.9	3.4	3.0	2.6
Wholesale trade	5.3	5.9	4.6	6.4	3.7	4.8	4.6	4.2	3.4	3.8	1.2	2.8
Retail trade	4.9	4.6	4.3	3.3	1.6	1.6	1.1	2.7	1.1	.7	1.6	2.5
Finance, insurance and real estate[2]	9.8	3.6	1.8	7.5	6.8	2.1	3.2	4.1	6.2	2.1	2.9	8.3
Services	5.0	5.7	4.1	4.8	4.4	4.9	4.1	3.5	2.8	5.8	3.4	6.0
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	5.1	3.6	2.9	4.3	3.6	3.3	2.6	3.0	3.5	3.2	2.0	3.3
1977 dollars	5.1	-.7	-1.0	1.1	1.4	1.2	2.8	-.3	.4	-.9	.2	–
Mining[2]	4.7	2.5	5.1	4.5	5.0	3.8	4.2	2.6	4.4	1.4	1.2	2.1
Contract construction	5.0	.5	.2	2.4	3.3	2.1	-.8	.6	5.2	-.1	-1.2	-.3
Manufacturing	4.1	1.7	2.2	3.5	3.9	3.2	3.0	3.3	5.2	3.5	2.0	2.2
Transportation and public utilities	6.9	3.8	1.5	4.9	3.9	2.8	2.0	2.9	2.7	2.9	2.3	3.5
Wholesale trade[2]	5.9	5.2	4.8	6.3	4.5	3.8	4.4	4.0	3.9	2.7	1.2	2.7
Retail trade	4.4	5.7	4.0	3.5	1.4	2.3	.6	2.5	.5	1.7	1.2	2.8
Finance, insurance, and real estate[2]	11.8	3.1	2.3	6.9	6.7	2.0	2.9	3.0	5.4	2.5	2.8	7.2
Services	4.0	5.9	4.3	5.2	3.2	5.0	4.2	3.6	2.1	5.7	3.8	5.9
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	5.7	6.1	4.2	6.8	5.6	4.0	2.3	2.0	2.1	2.9	2.2	3.8
1977 dollars	5.8	1.7	.2	3.5	2.3	1.9	-3.1	-1.3	-.9	-1.2	.4	–

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.
p = preliminary.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1984	1985											
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov. p	Dec. p
Average hourly earnings, private nonfarm economy[1]	3.7	2.8	3.2	3.3	2.9	3.1	3.2	2.6	3.0	3.0	3.1	3.0	3.3
Mining[2]	2.3	2.5	3.2	2.3	2.3	2.1	3.2	2.1	2.8	2.4	3.2	3.2	3.7
Contract construction	1.5	1.1	2.1	1.2	1.3	.9	.7	.8	1.0	1.2	1.0	.8	1.1
Manufacturing	3.9	3.8	3.7	3.6	3.9	3.9	3.8	3.7	3.7	3.5	3.2	3.2	3.2
Transportation and public utilities	2.7	1.8	2.6	2.2	2.1	2.3	2.6	1.8	2.5	2.8	2.5	2.8	2.8
Wholesale trade	5.0	3.6	4.7	4.4	3.7	4.1	4.3	3.2	3.2	3.0	2.8	2.9	2.7
Retail trade	1.7	1.4	1.9	1.7	1.4	1.7	1.2	1.2	1.5	1.9	1.5	1.2	1.7
Finance, insurance, and real estate[2]	4.7	2.9	4.4	4.4	3.0	3.7	4.9	3.6	4.4	2.5	4.3	4.9	5.3
Services	4.7	3.3	4.0	4.1	3.5	4.0	4.6	3.5	4.0	4.0	4.3	4.5	4.6
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	3.4	2.8	3.3	3.2	2.9	3.1	3.2	2.7	3.0	3.0	3.0	3.0	3.1
1977 dollars	-.1	-.4	-.2	-.6	-1.2	-.8	-.8	-1.0	.1	.5	.2	-.4	–
Mining	4.1	3.6	4.4	3.2	3.2	3.0	3.1	2.5	2.7	2.0	2.3	2.0	2.4
Contract construction	1.6	1.3	2.4	1.7	1.7	1.1	-.8	-.7	1.1	1.4	1.1	.7	.8
Manufacturing	3.4	3.6	3.7	3.7	3.8	3.8	3.7	3.7	3.5	3.4	3.2	3.3	3.7
Transportation and public utilities	3.2	2.1	2.8	2.9	2.4	2.6	2.9	2.2	2.8	3.1	2.5	3.0	3.0
Wholesale trade	4.8	3.4	4.4	4.2	3.5	3.9	3.9	3.0	3.1	2.7	2.6	2.7	2.6
Retail trade	1.9	1.3	1.5	1.5	1.1	1.6	1.2	1.1	1.4	2.0	1.7	1.3	1.6
Finance, insurance, and real estate	4.3	2.4	3.8	3.7	2.6	3.4	4.4	3.1	4.0	3.3	4.0	4.5	4.9
Services	4.6	3.2	3.9	4.0	3.5	3.7	4.4	3.3	4.0	4.0	4.3	4.3	4.5
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	3.7	2.2	2.3	3.3	1.7	2.6	2.7	1.8	2.7	2.4	2.8	2.4	3.0
1977 dollars	.1	-.9	-1.1	-.6	-2.3	-1.3	-1.3	-1.9	-.2	-.2	[3]	-1.0	–

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1984	1985											
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov. p	Dec. p
Average hourly earnings, private nonfarm economy[1]	3.6	2.2	3.4	2.9	3.9	3.1	2.9	3.1	2.6	3.1	2.4	2.8	3.8
Mining[2]	1.4	4.0	4.9	3.3	6.1	4.0	5.0	.3	.8	1.5	.3	2.4	2.3
Contract construction	1.0	1.2	2.2	1.2	2.0	1.5	.5	.5	-.2	1.3	0.0	.2	1.6
Manufacturing	4.2	4.2	4.2	4.2	4.4	3.9	3.5	3.2	3.2	2.8	2.1	2.5	3.0
Transportation and public utilities	2.2	.9	2.2	1.6	2.5	2.3	3.1	2.7	2.9	3.9	2.5	3.2	2.6
Wholesale trade	5.7	2.5	5.0	4.0	4.7	3.3	2.8	4.0	1.5	2.0	.9	2.4	2.6
Retail trade	2.1	1.4	2.4	2.0	1.4	1.0	.3	1.0	.7	1.7	1.7	1.3	3.1
Finance, insurance, and real estate[2]	5.3	4.5	8.1	2.9	4.7	3.1	4.4	2.6	.8	4.1	3.9	6.8	6.1
Services	5.0	1.8	4.0	3.7	4.7	3.9	4.1	5.2	4.1	4.4	3.8	5.1	5.1
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	3.6	2.5	4.1	3.3	4.0	3.2	2.8	3.0	2.1	2.8	2.0	2.7	3.3
1977 dollars	-.8	-1.5	1.2	.6	.6	-.5	-.8	-.4	-0.9	.3	-.2	-.3	–
Mining[2]	3.4	1.9	2.1	4.4	1.9	2.3	1.6	.4	1.8	(³)	.2	2.2	2.6
Contract construction	1.1	1.3	4.2	2.7	3.7	3.3	.6	-.2	-1.9	.1	-1.4	-1.9	1.1
Manufacturing	3.6	3.9	4.2	4.7	4.7	4.5	3.9	3.4	2.9	2.0	1.8	2.0	2.5
Transportation and public utilities	2.7	1.4	3.2	3.9	2.7	2.6	3.1	3.1	2.4	2.3	2.4	3.3	2.9
Wholesale trade[2]	6.1	3.8	5.5	2.5	4.7	3.4	1.8	2.2	.8	2.9	.4	1.9	3.4
Retail trade	2.2	.5	2.3	1.9	2.1	1.0	.3	1.7	.5	2.2	1.4	1.7	3.0
Finance, insurance, and real estate[2]	4.6	3.4	6.9	2.4	4.5	3.2	4.1	2.7	1.2	2.9	3.6	5.8	5.7
Services	5.0	.7	3.9	2.9	4.6	3.3	3.8	4.9	4.1	5.2	3.9	5.4	5.2
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	3.0	1.0	2.8	2.3	2.7	2.5	2.3	2.5	2.6	2.5	2.9	2.2	3.8
1977 dollars	-1.3	-2.9	(³)	-.4	-.7	-1.2	-1.3	-.8	-.4	.1	.7	-.7	–

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than 0.05.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 9. Employment Cost Index by occupation and industry group[1]

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Sept. 1984	June 1985	Sept. 1985	Sept. 1984	June 1985	Sept. 1985	Sept. 1984	June 1985	Sept. 1985
Civilian workers[2]	122.4	126.4	128.4	1.3	0.7	1.6	5.1	4.6	4.9
Workers, by occupational group									
White-collar workers	124.0	128.3	130.7	1.6	8	1.9	5.4	5.1	5.4
Blue-collar workers	119.6	123.1	124.4	8	7	1.1	4.2	3.8	4.0
Service workers	124.6	128.0	130.9	2.0	2	2.3	6.8	4.8	5.1
Workers, by industry division									
Goods-producing[3]	120.1	123.9	124.9	1.0	6	8	4.4	4.2	4.0
Manufacturing	120.4	124.6	125.5	1.1	6	.7	4.7	4.6	4.2
Service-producing[4]	123.9	127.9	130.7	1.6	8	2.2	5.5	4.8	5.5
Health services	–	–	–	–	5	1.6	–	–	–
Services	128.8	132.6	136.4	2.6	5	2.9	6.4	5.7	5.9
Public administration[5]	126.9	130.3	134.2	2.6	2	3.0	5.9	5.3	5.8
Private industry workers[6]	121.1	125.2	126.8	8	.8	1.3	4.8	4.2	4.7
Workers, by occupational group									
White-collar workers	122.4	127.1	128.8	8	1.0	1.3	5.1	4.7	5.2
Blue-collar workers	119.3	122.8	124.0	8	.7	1.0	4.1	3.7	3.9
Service workers	123.2	126.5	128.7	7	1.0	1.8	5.2	4.2	5.3
Workers, by industry division									
Goods-producing[3]	119.9	123.8	124.6	9	.7	.6	4.4	4.2	3.9
Service-producing[4]	123.2	126.4	128.8	7	1.0	1.8	5.2	4.2	5.3
State and local government workers	128.8	132.0	136.5	3.5	2	3.4	6.6	6.1	6.0
Workers, by occupational group									
White-collar workers	129.7	132.9	137.6	3.8	3	3.5	6.7	6.3	6.1
Blue-collar workers	125.0	128.5	131.9	2.2	3	2.6	5.9	5.1	5.5
Workers, by industry division									
Services	129.9	133.2	137.9	3.9	3	3.6	6.7	6.6	6.2
Hospitals and other services[7]	127.9	131.5	134.1	1.5	3	2.0	5.6	4.6	4.8
Health services	–	–	–	–	1	2.7	–	–	–
Schools	130.6	133.7	139.1	4.7	2	4.0	7.1	7.2	6.5
Elementary and secondary	132.7	134.6	140.9	5.1	1	4.7	7.1	7.1	6.7
Public administration[8]	126.9	130.3	134.2	2.6	2	3.0	5.9	5.3	5.8

– Data not available.

NOTE: See footnotes to table 14.

Table 10. Employment Cost Index for wages and salaries only, by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Sept. 1984	June 1985	Sept. 1985	Sept. 1984	June 1985	Sept. 1985	Sept. 1984	June 1985	Sept. 1985
Civilian workers[2]	120.3	124.2	126.3	1.3	0.9	1.7	4.3	4.5	5.0
Workers, by occupational group									
White-collar workers	122.2	126.4	128.8	1.5	1.0	1.9	4.7	5.0	5.4
Blue-collar workers	117.0	120.5	122.0	.8	1.0	1.2	3.4	3.8	4.3
Service workers	122.3	125.3	128.0	2.1	.4	2.2	6.3	4.6	4.7
Workers, by industry division									
Goods-producing[3]	117.6	121.5	122.5	.9	1.0	.8	3.8	4.3	4.2
Manufacturing	118.0	122.3	123.2	1.0	1.1	.7	4.1	4.7	4.4
Service-producing[4]	122.0	125.8	128.6	1.4	.9	2.2	4.7	4.6	5.4
Services	127.2	130.5	134.2	2.7	.6	2.8	5.9	5.4	5.5
Public administration[5]	124.4	127.2	131.4	2.6	.2	3.3	5.2	4.9	5.6
Private industry workers[6]	119.2	123.3	124.9	.8	1.1	1.3	4.1	4.3	4.8
Workers, by occupational group									
White-collar workers	120.9	125.5	127.3	.8	1.2	1.4	4.3	4.7	5.3
Blue-collar workers	116.7	120.3	121.7	.7	1.0	1.2	3.4	3.8	4.3
Service workers	121.2	124.4	126.3	1.6	.5	1.5	6.6	4.3	4.2
Workers, by industry division									
Goods-producing[3]	117.5	121.4	122.3	.9	1.0	.7	3.8	4.3	4.1
Service-producing[4]	120.8	124.8	127.0	.8	1.1	1.8	4.4	4.3	5.3
State and local government workers	126.1	128.7	133.2	3.4	.2	3.5	5.8	5.5	5.6
Workers, by occupational group									
White-collar workers	127.1	129.6	134.3	3.8	.2	3.6	6.1	5.8	5.7
Blue-collar workers	121.9	124.5	127.9	1.9	.2	2.7	4.7	4.1	4.9
Workers by industry division									
Services	127.2	129.7	134.5	3.8	.2	3.7	6.2	5.9	5.7
Hospitals and other services[7]	125.1	128.0	130.2	1.6	.2	1.7	4.5	4.0	4.1
Health services	–	–	–	–	.1	2.6	–	–	–
Schools	127.8	130.2	135.8	4.5	.2	4.3	6.6	6.5	6.3
Elementary and secondary	129.3	131.1	137.5	5.1	.2	4.9	6.8	6.6	6.3
Public administration[5]	124.4	127.2	131.4	2.6	.2	3.3	5.2	4.9	5.6

– Data not avilable.

NOTE: See footnotes to table 14.

Table 11. Employment Cost Index by occupation and industry group[1]

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Sept. 1984	June 1985	Sept. 1985	Sept. 1984	June 1985	Sept. 1985	Sept. 1984	June 1985	Sept. 1985
Private industry workers[2]	121.1	125.2	126.8	0.8	0.8	1.3	4.8	4.2	4.7
Workers, by occupational group									
White-collar workers	122.4	127.1	128.8	.8	1.0	1.3	5.1	4.7	5.2
Blue-collar workers	119.3	122.8	124.0	.8	.7	1.0	4.1	3.7	3.9
Service workers	123.2	126.5	128.8	1.7	.2	1.8	7.0	4.4	4.5
Workers, by industry division									
Goods-producing[3]	119.9	123.8	124.6	.9	.7	.6	4.4	4.2	3.9
Manufacturing	120.4	124.6	125.5	1.1	.6	.7	4.7	4.6	4.2
Service-producing[4]	122.2	126.4	128.7	.7	1.0	1.8	5.2	4.2	5.3
Transportation and public utilities	–	–	–	–	.9	1.4	–	–	–
Transportation	–	–	–	–	.8	1.4	–	–	–
Public utilities	–	–	–	–	.8	1.7	–	–	–
Wholesale and retail trade	–	–	–	–	-.7	1.2	–	–	–
Finance, insurance and real estate	–	–	–	–	-.2	1.9	–	–	–
Services	–	–	–	–	.8	2.3	–	–	–
Health services	–	–	–	–	.7	1.2	–	–	–
Nonmanufacturing	121.6	125.6	127.6	.7	1.0	1.6	4.8	4.1	4.9

– Data not available

NOTE: See footnotes to table 14.

Table 12. Employment Cost Index for wages and salaries, private industry workers,[1] by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Sept. 1984	June 1985	Sept. 1985	Sept. 1984	June 1985	Sept. 1985	Sept. 1984	June 1985	Sept. 1985
Private industry workers[1]	119.2	123.3	124.9	0.8	1.1	1.3	4.1	4.3	4.8
Workers, by occupational group									
White-collar workers	120.9	125.5	127.3	.8	1.2	1.4	4.3	4.7	5.3
Professional and technical workers	125.2	128.7	131.2	1.1	.8	1.9	4.4	4.0	4.8
Managers and administrators	121.0	126.5	127.7	1.5	2.2	.9	5.4	6.1	5.5
Salesworkers	110.5	117.4	119.3	-1.3	.9	1.6	1.9	4.9	8.0
Clerical workers	122.0	125.6	127.1	1.1	.7	1.2	4.5	4.1	4.2
Blue-collar workers	116.7	120.3	121.7	.7	1.0	1.2	3.4	3.8	4.3
Craft and kindred workers	118.0	122.0	123.7	.6	1.0	1.4	3.2	4.0	4.9
Operatives, except transport	116.6	120.1	121.1	.7	1.0	.8	3.8	3.7	3.9
Transport equipment operatives	113.4	115.7	117.7	.6	1.0	1.7	2.4	2.7	3.8
Nonfarm laborers	114.7	118.5	118.6	.5	1.5	.1	3.5	3.9	3.4
Service workers	121.2	124.4	126.3	1.6	.5	1.5	6.6	4.3	4.32
Workers, by industry division									
Goods-producing[2]	117.5	121.4	122.3	.9	1.0	.7	3.8	4.3	4.1
Construction	114.3	116.6	117.3	.3	1.0	.6	1.9	2.3	2.6
Manufacturing	118.0	122.3	123.2	1.0	1.1	.7	4.1	4.7	4.4
Durables	117.7	122.0	122.7	.9	1.2	.6	4.3	4.6	4.2
Nondurables	118.6	122.6	124.0	1.3	.8	1.1	4.1	4.7	4.6
Service producing[2]	120.6	124.8	127.0	.8	1.1	1.8	4.4	4.3	5.3
Transportation and public utilities	119.9	122.8	124.8	.5	.9	1.6	3.6	2.9	4.1
Tranportation	–	–	–	–	1.0	1.5	–	–	–
Public utilities	–	–	–	–	.7	1.7	–	–	–
Wholesale and retail trade	116.5	121.1	122.7	.4	1.9	1.3	4.5	4.4	5.3
Wholesale trade	120.7	126.8	127.7	.6	2.5	.7	4.3	5.7	5.8
Retail trade	114.9	118.9	120.8	.4	1.7	1.6	4.5	3.9	5.1
Finance, insurance, and real estate	115.3	121.7	124.1	-1.3	-.2	2.0	1.6	4.1	7.6
Services	127.1	131.0	133.9	1.9	.8	2.2	5.8	5.1	5.4

– Data not available

NOTE: See footnotes to table 14

Table 13. Employment Cost Index, private industry workers, by bargaining status, region, and area size[1]

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Sept. 1984	June 1985	Sept. 1985	Sept. 1984	June 1985	Sept. 1985	Sept. 1984	June 1985	Sept. 1985
Workers, by bargaining status									
Union	122.6	125.5	126.5	0.7	0.6	0.8	4.1	3.1	3.2
Goods-producing[2]	121.4	123.9	124.6	.8	.2	.6	4.2	2.9	2.6
Service-producing[2]	124.5	128.0	129.5	.7	1.0	1.2	3.8	3.6	4.0
Manufacturing	121.6	124.2	125.0	.9	.0	.6	4.6	3.1	2.8
Nonmanufacturing	123.6	126.6	127.8	.7	1.0	.9	3.7	3.1	3.4
Nonunion	120.3	125.0	126.8	.9	1.0	1.4	5.2	4.9	5.4
Goods-producing[2]	118.4	123.5	124.4	1.1	.9	.7	4.4	5.5	5.1
Service-producing[2]	121.4	125.8	128.3	.7	.9	2.0	5.6	4.4	5.7
Manufacturing	119.3	124.8	125.7	1.2	1.0	.7	4.9	5.9	5.4
Nonmanufacturing	120.7	125.1	127.3	.8	1.0	1.8	5.2	4.4	5.5
Workers, by region									
Northeast	122.4	126.4	128.8	1.4	1.0	1.9	5.5	4.7	5.2
South	120.7	125.2	126.5	.0	.8	1.0	4.4	3.7	4.8
Midwest (formerly North Central)	119.7	122.7	124.2	1.5	.6	1.2	5.1	4.1	3.8
West	122.5	127.9	129.1	.2	.9	.9	3.8	4.7	5.4
Workers, by area size									
Metropolitan areas	121.5	125.7	127.3	.7	.8	1.3	4.7	4.2	4.8
Other areas	119.0	122.5	123.9	1.4	.9	1.1	4.9	4.3	4.1

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See footnotes to table 14.

Table 14. Employment Cost Index for wages and salaries, private industry workers,[1] by bargaining status, region, and area size
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Sept. 1984	June 1985	Sept. 1985	Sept. 1984	June 1985	Sept. 1985	Sept. 1984	June 1985	Sept. 1985
Workers, by bargaining status									
Union	119.8	123.0	124.1	0.7	1.1	0.9	3.3	3.4	3.6
Goods-producing[2]	118.1	121.3	122.2	.8	1.1	.7	3.5	3.5	3.5
Service-producing[3]	122.5	125.7	127.1	.5	1.2	1.1	2.8	3.1	3.8
Manufacturing	118.1	121.7	122.8	.9	1.1	.9	3.9	3.9	4.0
Nonmanufacturing	121.3	124.1	125.3	.5	1.1	1.0	2.5	2.8	3.3
Nonunion	118.8	123.4	125.2	.8	1.1	1.5	4.5	4.8	5.4
Goods-producing[2]	116.9	121.4	122.3	1.0	1.0	.7	3.9	4.9	4.6
Service-producing[3]	119.9	124.4	126.9	.8	1.1	2.0	4.8	4.6	5.8
Manufacturing	117.9	122.8	123.7	1.2	1.1	.7	4.3	5.4	4.9
Nonmanufacturing	119.2	123.6	125.9	.8	1.1	1.9	4.6	4.5	5.6
Workers, by region									
Northeast	120.5	124.6	126.8	1.3	1.3	1.8	4.5	4.8	5.2
South	119.0	123.4	124.8	0	.9	1.1	4.1	3.7	4.9
Midwest (formerly North Central)	117.8	121.1	122.5	1.6	1.3	1.2	4.4	4.4	4.0
West	120.0	125.1	126.6	.3	.9	1.2	3.0	4.6	5.5
Workers, by area size									
Metropolitan areas	119.5	123.8	125.5	.8	1.1	1.4	4.0	4.4	5.0
Other areas	117.5	120.6	121.9	1.3	.8	1.1	4.6	4.0	3.7

[1] Excludes farm and private household workers.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table 15. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending														
	1982				1983				1984				1985		
	I	II	III	IV	I	II	III	IV	I	II	III	IV	Ip	IIp	IIIp
Compensation adjustments:[2]															
First year	8.0	4.5	4.2	3.2	2.6	3.1	2.4	3.4	4.8	4.7	4.2	3.6	3.4	3.5	3.1
Over life of contract[3]	6.2	3.1	2.9	2.8	2.9	3.8	3.0	3.0	3.6	3.5	3.2	2.8	2.7	2.8	2.8
Wage-rate adjustments in—															
All industries															
First year	8.4	5.1	4.4	3.8	3.0	2.7	2.2	2.6	3.5	3.5	3.2	2.4	2.4	2.4	2.3
Contracts with COLA clauses[4]	4.3	2.8	3.0	2.2	1.3	.8	.4	1.9	4.0	4.8	4.5	2.9	2.5	2.3	1.0
Contracts without COLA clauses	11.5	9.0	7.5	7.0	6.0	4.7	3.7	3.3	3.0	2.7	2.3	2.1	2.4	2.4	2.8
Over life of contract[3]	6.7	4.2	3.7	3.6	3.5	3.5	3.2	2.8	3.0	3.1	2.8	2.4	2.3	2.4	2.9
Contracts with COLA clauses	3.0	2.0	2.1	2.1	2.2	2.3	2.2	2.0	2.6	2.9	2.8	1.8	1.3	1.6	2.5
Contracts without COLA clauses	9.5	7.9	7.0	6.6	6.0	4.7	4.1	3.7	3.4	3.2	2.8	2.7	2.8	2.8	3.1
Manufacturing															
First year	5.5	2.9	2.9	2.8	1.5	1.2	.6	.4	2.6	3.0	2.6	2.3	2.1	2.0	.8
Contracts with COLA clauses	3.0	1.7	2.2	2.3	1.0	.4	-.2	-.7	2.4	3.2	1.5	2.1	2.0	1.9	.5
Contracts without COLA clauses	9.4	7.8	7.1	6.3	5.4	4.7	2.9	3.2	2.9	2.8	3.7	2.9	2.5	2.2	1.2
Over life of contracts[3]	4.8	2.7	2.5	2.6	2.2	2.5	2.3	2.1	2.8	3.1	2.8	1.5	1.4	1.4	2.2
Contracts with COLA clauses	2.8	1.7	2.0	2.1	1.8	2.0	1.8	1.4	2.2	2.8	1.8	1.0	.9	1.0	2.3
Contracts without COLA clauses	8.0	7.4	6.1	5.8	5.1	4.6	3.9	3.9	3.7	3.6	3.8	3.3	3.2	3.0	2.2
Nonmanufacturing															
First year	9.4	7.1	6.0	4.8	5.0	3.8	3.3	3.8	3.8	3.7	3.3	2.5	2.6	2.7	3.2
Contracts with COLA clauses	5.1	4.5	4.3	1.9	2.4	1.7	1.7	4.4	4.9	5.2	5.4	5.5	5.1	4.3	2.8
Contracts without COLA clauses	11.9	9.2	7.6	7.2	6.2	4.7	3.9	3.3	3.0	2.6	2.1	2.0	2.4	2.5	3.3
Over life of contract[3]	7.3	5.6	4.9	4.7	5.4	4.2	3.9	3.2	3.1	3.0	2.8	2.9	2.8	2.9	3.3
Contracts with COLA clauses	3.1	2.5	2.4	2.1	3.5	3.1	3.1	2.6	2.9	3.0	3.1	4.8	4.0	3.8	3.3
Contracts without COLA clauses	9.8	8.1	7.3	6.9	6.2	4.7	4.1	3.7	3.3	3.0	2.8	2.6	2.7	2.8	3.3
Construction															
First year	13.2	9.7	6.7	6.5	5.2	2.6	1.6	1.5	1.2	.8	.9	.5	.9	1.1	1.5
Contracts with COLA clauses	8.6	6.2	-1.4	-1.4	-2.3	-1.2	-.6	-.6	.1	-.4	4.0	4.0	4.6	9.2	(4)
Contracts without COLA clauses	13.6	9.8	7.1	6.8	6.0	3.3	2.7	1.9	1.4	.9	.9	.4	.8	1.0	(4)
Over life of contract[3]	11.1	8.5	6.6	6.3	5.4	2.9	2.4	2.4	2.0	1.7	1.4	1.0	1.4	1.8	2.1
Contracts with COLA clauses	8.4	4.4	-.2	-.2	.8	.8	.9	.9	.7	.0	1.4	1.4	1.7	4.6	(4)
Contracts without COLA clauses	11.3	8.6	6.9	6.6	5.9	3.3	2.6	2.6	2.2	1.8	1.4	1.0	1.4	1.7	(4)

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

COLA = Cost of Living Adjustment.

Table 16. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] by year and quarter

Measure	Annual average						Quarterly average									
	1979	1980	1981	1982	1983	1984	1983			1984				1985		
							II	III	IV	I	II	III	IV	Ip	IIp	IIIp
Compensation adjustments:[2]																
First year	9.0	10.4	10.2	3.2	3.4	3.6	4.4	5.0	4.9	5.1	3.5	2.7	3.7	4.4	3.5	1.7
Over life of contract[3]	6.6	7.1	8.3	2.8	3.0	2.8	3.6	4.3	3.1	4.7	3.2	3.1	2.0	4.0	3.5	2.9
Wage adjustments in—																
All industries:																
First year	7.4	9.5	9.8	3.8	2.6	2.4	2.7	3.7	4.2	2.8	2.6	2.1	2.3	3.4	2.5	1.7
Contracts with COLA clauses	6.2	8.0	8.0	2.2	1.9	2.9	.7	4.4	4.9	4.7	1.3	1.5	2.6	2.4	1.5	.5
Contracts without COLA clauses	9.1	11.7	10.6	7.0	3.3	2.1	3.6	3.2	2.7	1.6	2.7	2.1	1.1	3.6	2.8	2.5
Over life of contract[3]	6.0	7.1	7.9	3.6	2.8	2.4	2.8	3.6	2.8	3.2	2.7	2.6	1.5	3.2	2.9	2.9
Contracts with COLA clauses	4.6	5.0	5.5	2.1	2.0	1.8	1.1	3.1	2.6	4.4	1.3	1.6	1.3	1.8	2.5	2.7
Contracts without COLA clauses	8.0	10.3	8.8	6.6	3.7	2.7	3.5	3.9	3.1	2.6	2.9	2.7	2.1	3.8	3.1	3.0
Manufacturing:																
First year	6.9	7.4	7.2	2.8	.4	2.3	1.3	3.4	2.9	2.5	2.5	2.3	2.2	.7	1.4	.5
Contracts with COLA clauses	5.6	6.5	6.2	2.3	-.7	2.1	.5	4.6	1.2	2.7	1.4	.7	2.2	1.4	1.0	.1
Contracts without COLA clauses	9.4	10.3	7.6	6.3	3.2	2.9	3.4	1.5	5.0	2.3	3.2	3.8	2.5	.2	2.1	1.0
Over life of contract[3]	5.4	5.4	6.1	2.6	2.1	1.5	1.7	3.5	3.1	2.5	2.8	2.5	1.0	1.5	2.4	2.3
Contracts with COLA clauses	4.0	4.4	4.8	2.1	1.4	1.0	.9	3.6	1.7	2.4	1.4	1.2	.8	1.1	2.3	2.4
Contracts without COLA clauses	8.1	8.9	6.6	5.8	3.9	3.3	3.9	3.3	4.9	2.6	3.5	3.8	3.5	1.8	2.7	2.0
Nonmanufacturing:																
First year	8.0	10.9	11.2	4.8	3.8	2.5	3.2	3.9	4.5	2.9	2.6	2.0	2.5	4.8	2.8	3.3
Contracts with COLA clauses	7.0	9.7	8.9	1.9	4.4	5.5	1.1	3.8	5.4	5.9	1.1	5.0	5.9	5.0	2.1	3.1
Contracts without COLA clauses	8.8	12.2	12.1	7.2	3.3	2.0	3.6	3.9	1.8	1.4	2.7	1.9	.6	4.7	2.9	3.3
Over life of contract[3]	6.8	8.3	8.8	4.7	3.2	2.9	3.2	3.7	2.7	3.6	2.7	2.6	2.8	4.0	3.0	3.6
Contracts with COLA clauses	5.5	5.7	5.8	2.1	2.6	4.8	1.6	2.2	2.8	5.5	.9	3.1	4.8	4.0	3.0	3.6
Contracts without COLA clauses	8.0	10.8	9.9	6.9	3.7	2.6	3.5	4.2	2.5	2.6	2.8	2.6	1.7	4.1	3.0	3.5
Construction:																
First year	8.8	13.6	13.5	6.5	1.5	.5	1.7	1.5	1.1	-3.6	1.1	2.0	-2.8	-1.0	1.5	2.1
Contracts with COLA clauses	8.7	13.9	8.8	1.4	-0.6	–	–	–	–	–	–	–	–	–	–	–
Contracts without COLA clauses	8.8	13.6	14.0	6.8	1.9	–	–	–	–	–	–	–	–	–	–	–
Over life of contract[3]	8.3	11.5	11.3	6.3	2.4	1.0	2.1	2.9	2.6	-2.8	1.4	2.1	-.8	.6	2.2	2.3
Contracts with COLA clauses	4.8	8.8	[illegible]	[illegible]	0.9	–	–	–	–	–	–	–	–	–	–	–
Contracts without COLA clauses	8.4	12.0	11.6	6.6	2.2	–	–	–	–	–	–	–	–	–	–	–

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost of Living Adjustment clause.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 17. Average quarterly effective wage adjustments in agreements covering 1,000 workers or more, by year and quarter

(In percent)

Characteristic	Annual average[1]					Quarterly average						
						1984				1985		
	1980	1981	1982	1983	1984	I	II	III	IV	Ip	IIp	IIIp
Total effective adjustments (prorated over all workers)	9.9	9.5	6.8	4.0	3.7	0.9	0.9	1.2	0.7	0.7	0.8	1.2
Source:												
Current settlements	3.6	2.5	1.7	.8	.8	.1	.1	.2	.3	.1	.2	.2
Prior agreements	3.5	3.8	3.6	2.5	2.0	.4	.7	.7	.2	.6	.5	.6
Cost of living adjustment	2.8	3.2	1.4	.6	.9	.3	.2	.3	.2	.1	.1	
Industry:												
Manufacturing	10.2	9.4	5.2	2.7	4.3	1.2	1.0	1.0	1.1	.9	.6	.7
Nonmanufacturing	9.7	9.5	7.9	4.8	3.3	.7	.9	1.3	.4	.7	1.0	1.5
Nonmanufacturing, excluding construction	9.6	8.8	7.1	5.0	3.4	.9	.6	1.4	.6	.9	.7	1.6
Construction	9.9	11.2	9.7	4.4	2.9	.2	1.7	.9	0.0	.1	1.8	.9
Transportation and public utilities	10.8	8.6	7.1	4.4	3.0	.6	.4	1.5	.5	.6	.6	2.0
Wholesale and retail trade	7.8	8.1	6.8	5.1	3.4	1.2	.9	.7	.5	1.0	.8	.8
Services	8.1	9.6	7.8	7.0	4.9	1.5	.5	2.3	.6	1.7	.9	2.0
Effective wage adjustment for workers receiving adjustments	–	9.6	7.2	4.7	4.4	2.4	2.8	3.6	2.7	2.6	2.5	2.9
Source:												
Current settlements	–	9.8	7.4	2.8	3.0	3.6	2.3	3.1	2.5	4.7	3.1	2.8
Prior agreements	–	5.3	6.3	5.9	4.0	3.2	4.3	3.3	3.1	4.1	3.9	2.7
Cost-of-living adjustment	–	6.1	3.1	2.1	2.7	1.6	1.0	1.6	1.3	.5	.9	1.8
Total number of workers receiving wage change (in millions)	–	8.6	7.9	6.5	6.2	2.7	2.5	2.4	1.9	2.0	2.3	2.8
Source:												
Current settlements	–	2.3	1.9	2.3	1.9	.3	.8	.4	.9	.2	.5	.4
Prior agreements	–	6.3	4.8	3.3	3.7	1.0	1.1	1.6	.4	1.0	.9	1.5
Cost-of-living adjustment	–	4.5	3.8	2.3	2.5	1.3	1.5	1.2	1.2	1.0	1.0	1.7
Number of workers not receiving a wage change (in thousands)	–	.1	.5	1.2	1.1	4.6	4.8	4.9	5.5	5.0	4.7	4.2

[1] The effective wage-rate adjustment for the year is the total of the cumulative quarterly changes. Because of rounding in the effective wage change series, sums of individual items may not equal totals.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 18. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending [1]	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	January 85	5.0	4.9	5.1	4.1	3.2
Northeast	January 85	5.3	5.1	5.8	4.6	5.0
Albany-Schenectady-Troy	September 85	3.4	7.5	3.1	2.9	3.1
Boston	August 85	5.5	5.0	4.8	4.2	5.5
Buffalo	October 85	4.7	3.9	3.4	3.6	4.4
Hartford	July 85	5.0	5.4	3.7	4.7	3.6
Nassau-Suffolk	August 85	5.6	5.6	2.4	4.7	4.9
Newark	January 85	5.0	4.0	4.2	4.0	3.7
New York	May 85	5.6	5.5	7.3	3.2	6.6
Northeast Pennsylvania	August 85	4.5	5.8	6.4	3.7	2.4
Paterson-Clifton-Passaic	June 85	6.3	4.5	-	5.0	5.9
Philadelphia	November 84	4.9	5.3	4.5	4.2	2.7
Pittsburgh	January 85	3.6	4.8	6.0	4.1	2.9
Portland	December 84	4.2	3.1	-	4.1	5.0
Poughkeepsie	September 85	-	-	-	-	-
Poughkeepsie-Kingston-Newburgh	September 84	-	-	-	3.5	2.5
Providence-Warwick-Pawtucket	June 85	5.2	5.1	5.9	5.7	4.5
Trenton	November 84	6.2	6.2	-	5.9	2.7
Worcester	April 85	4.6	4.4	-	4.6	3.0
York	January 85	5.2	5.3	4.0	4.4	3.5
South	January 85	5.1	5.1	5.5	4.1	2.8
Atlanta	May 85	4.3	4.9	3.0	4.3	3.8
Baltimore	August 85	4.4	4.6	5.6	2.1	3.2
Chattanooga	September 85	4.2	-	-	2.5	1.3
Corpus Christi	July 85	-	-	-	2.9	1.6
Dallas-Fort Worth	December 84	5.8	6.4	4.3	4.8	3.1
Daytona Beach	August 84	-	-	-	-	-
Gainesville	September 85	-	-	-	-	-
Greensboro-Winston-Salem-High Point	August 85	4.2	4.3	6.0	4.7	3.3
Greenville-Spartanburg	June 85	6.2	2.6	7.0	4.1	3.2
Houston	May 85	4.7	3.2	5.1	2.8	1.5
Huntsville	February 85	4.8	-	-	5.5	3.6
Jackson	January 85	4.4	4.4	-	4.6	4.3
Jacksonville	December 84	4.9	5.8	-	4.2	1.9
Louisville	November 85	4.4	4.1	6.8	3.2	4.0
Memphis	November 85	5.6	5.7	-	3.6	3.0
Miami	October 85	4.8	7.2	-	3.8	1.7
New Orleans	October 85	3.9	5.1	-	2.8	1.6
Norfolk-Virginia Beach-Portsmouth	May 85	7.6	-	-	4.6	2.5
Oklahoma City	August 85	4.2	4.9	-	4.0	1.1
Richmond	June 85	5.7	6.1	6.3	4.7	3.0
San Antonio	May 85	6.3	5.9	-	4.7	-
Washington	March 85	5.4	5.2	-	4.6	2.5
North Central	January 85	4.5	5.0	4.4	3.9	2.7
Chicago	March 85	4.6	5.7	5.1	3.4	1.7
Cincinnati	July 85	4.0	4.3	3.7	3.3	3.2
Cleveland	September 85	4.1	4.0	3.8	4.7	1.4
Columbus	October 85	5.2	5.2	4.6	3.2	2.4
Davenport-Rock Island-Moline	February 85	3.4	5.4	2.1	2.7	1.1
Dayton	December 84	5.6	6.4	7.3	6.2	3.9
Detroit	April 85	4.1	3.6	1.2	3.9	3.0
Gary-Hammond-East Chicago	November 85	-	-	2.3	4.0	-
Green Bay	August 85	-	5.7	-	4.7	3.7
Indianapolis	October 85	4.4	4.4	4.6	3.3	3.6
Kansas City	September 85	4.4	7.4	3.1	4.4	3.1
Milwaukee	May 85	4.5	5.6	4.5	3.1	2.3
Minneapolis-St. Paul	January 85	5.0	5.5	6.8	3.7	3.4
Omaha	October 85	4.2	2.5	-	3.4	2.9
Saginaw	November 85	-	-	-	-	-
St. Louis	March 85	3.8	3.6	4.8	3.3	2.5

Table 18. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
South Bend	August 85	5.4	3.5	–	3.7	4.4
Toledo	June 85	4.5	5.7	7.4	3.9	3.8
Wichita	April 85	2.5	4.9	1.6	2.6	2.0
West	January 85	5.1	4.2	5.1	3.9	1.3
Anaheim-Santa Ana-Garden Grove	October 85	4.6	4.3	7.2	4.4	2.2
Billings	July 85	4.6	–	–	2.3	3.3
Denver-Boulder	December 84	4.7	4.9	5.4	3.2	2.0
Fresno	June 85	4.7	–	–	3.3	–
Los Angeles-Long Beach	October 84	5.7	4.7	4.7	5.6	1.4
Portland	June 85	4.4	4.5	–	3.2	.7
Sacramento	December 84	4.2	–	–	2.6	–
Salt Lake City-Ogden	November 85	4.2	5.4	–	3.1	2.8
San Diego	December 84	4.5	4.9	8.6	3.9	1.6
San Francisco-Oakland	March 85	4.6	3.3	4.3	3.0	-.1
San Jose	March 85	5.0	4.8	–	3.7	1.7
Seattle-Everett	December 84	4.1	2.8	–	2.5	2.4

NOTE: Dashes indicate that data are not adequate for publication.

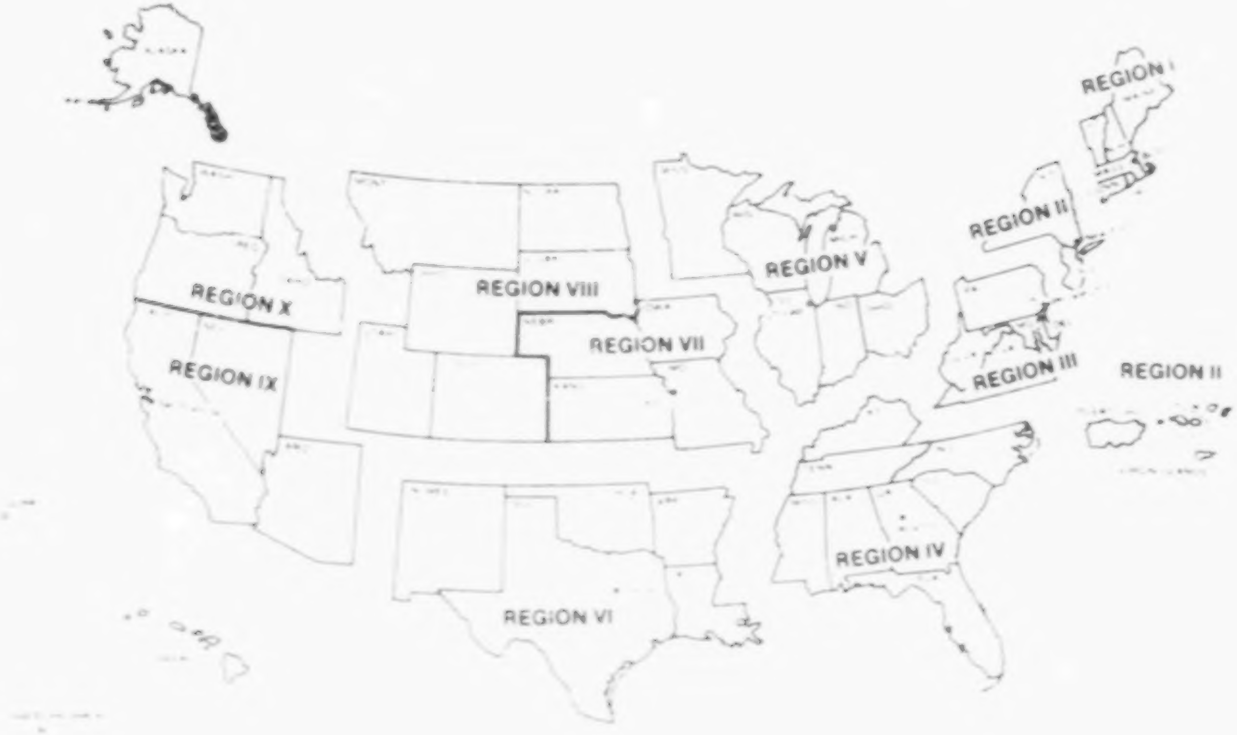
Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1985											
	Jan.	**Feb.**	**Mar.**	**Apr.**	**May**	**June**	**July**	**Aug.**	**Sept.**	**Oct.**	**Nov.**	**Dec.**
Major bargaining settlements in private industry				x	x			x				
State and local government settlements					x				x			
Employment Cost Index quarterly article			x			x			x			x
Employment Cost Index historical table					x							
Work stoppages in 1984			x									
Other articles											x[1]	
Index to wage and benefit changes in preceding year		x										

[1] Collective bargaining activity in 1986.

Bureau of Labor Statistics Regional Offices


REGION I
REGION II
REGION X
REGION VIII
REGION V
REGION VII
REGION IX
REGION III
REGION II
REGION IV
REGION VI

Region I
John F. Kennedy Federal Building
Government Center
Boston, Mass. 02203
Phone: (617) 223-6761

Region II
Suite 3400
1515 Broadway
New York, N.Y. 10036
Phone: (212) 944-3121

Region III
3535 Market Street
P.O. Box 13309
Philadelphia, Pa. 19101
Phone: (215) 596-1154

Region IV
1371 Peachtree Street, N.E.
Atlanta, Ga. 30367
Phone: (404) 881-4418

Region V
9th Floor
Federal Office Building
230 S. Dearborn Street
Chicago, Ill. 60604
Phone: (312) 353-1880

Region VI
Federal Building
525 Griffin St., Rm. 221
Dallas, Tex. 75202
Phone: (214) 767-6971

Regions VII and VIII
911 Walnut Street
Kansas City, Mo. 64106
Phone: (816) 374-2481

Regions IX and X
450 Golden Gate Avenue
Box 36017
San Francisco, Calif. 94102
Phone: (415) 556-4678

U.S. Department of Labor
Bureau of Labor Statistics
Washington, D.C. 20212

Official Business
Penalty for private use, $300

Second-Class Mail
Postage and Fees Paid
U.S. Department of Labor
ISSN 0192-8163

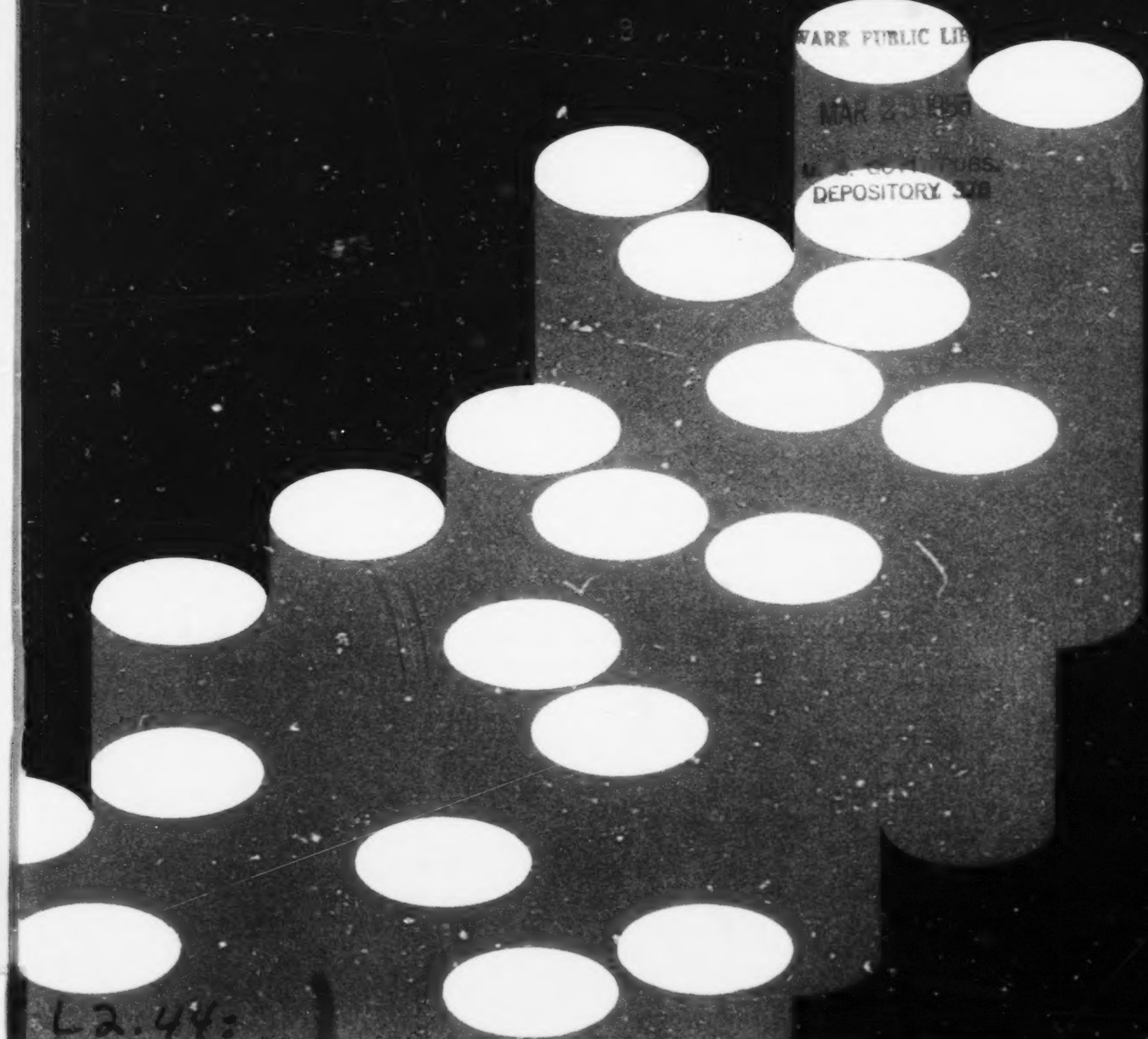
READEX FICHE best copy available

38/2

CWD

CURRENT WAGE DEVELOPMENTS

U.S. Department of Labor
Bureau of Labor Statistics
February 1986



WARK PUBLIC LI
MAR 2[illegible] 1986
U.S. GOVT. PUBS.
DEPOSITORY 3[illegible]

L2.44:

U.S. DEPARTMENT OF LABOR
William E. Brock, Secretary

BUREAU OF LABOR STATISTICS
Janet L. Norwood, Commissioner

Office of Wages and Industrial Relations
George L. Stelluto, Associate Commissioner

Current Wage Developments

February 1986 (Includes data through January 1986)
Volume 38 Number 2

Editors: George Ruben, Olivia G. Amiss

Current Wage Developments is a monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. It is prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

This publication is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $21 domestic; $26.25 foreign. Single copy $2 domestic; $2.50 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through May 30, 1987. Second-class postage paid at Washington, D.C. and at additional mailing offices.

Unless identified as copyrighted, articles and tabulations in this publication are in the public domain and may be reproduced without permission of the Federal Government. Please credit *Current Wage Developments*, Bureau of Labor Statistics.

ISSN 0192-8163

In this issue:

49 Index to 1985 wage and benefit changes

1 **Wage Highlights**
4 **Selected wage and benefit changes**
4 **Manufacturing**
4 Food and kindred products
4 Tobacco manufactures
5 Apparel and other textile products
5 Furniture and fixtures
5 Printing and publishing
5 Chemicals and allied products
6 Rubber and miscellaneous plastics products
6 Stone, clay, and glass products
6 Primary metal industries
7 Fabricated metal products
7 Machinery, except electrical
8 Electrical and electronic equipment
9 Transportation equipment
11 Instruments and related products
11 Miscellaneous manufacturing
11 **Nonmanufacturing**
11 Mining
12 Construction
13 Transportation and public utilities
15 Wholesale and retail trade
17 Finance, insurance, and real estate
17 Services
20 Public administration
25 **Work stoppages**
27 **Major agreements expiring in March**
29 **Statistics on compensation changes**
29 Definition of terms
31 Tables
68 **Calendar of features**

Wage Highlights

Petroleum accords. A round of pattern settlements began in the petroleum refining and distribution industry after American Oil Co. and the Oil, Chemical and Atomic Workers negotiated a 2-year contract. The wage and benefit terms were expected to eventually apply to about 46,000 workers covered by 265 contracts with nearly 100 companies. Among the first companies to settle on pattern contracts were Atlantic Richfield Corp. and Chevron Corp. The union's bargaining strength was diminished somewhat by the worldwide oversupply of petroleum, a factor in the loss of 20,000 jobs including about 10,000 covered by OCAW contracts in the last 5 years. The OCAW also was faced with the problem that walkouts to enforce demands are not completely effective because the high degree of automation in the industry permits management to maintain more or less normal operations.

The Amoco accord, which covered 4,000 employees, provided for an immediate $1,000 lump-sum payment and a 2-percent wage increase in January 1987, which amounted to 28 cents an hour based on the industry's reported average hourly earnings of $14.16. Amoco also agreed to increase its financing of health insurance by $7 a month for family coverage and $2 for single coverage in the first year and by $5 and $1.50, respectively, in the second year.

Comparable worth accords. After suffering some reverses in the last year, backers of the comparable worth concept of pay equity were heartened by a settlement concluding the 5-year controversy between the State of Washington and several unions. Under the out-of-court settlement, nearly 35,000 State workers in predominantly female occupations will receive pay adjustments over a 6-year period to bring them to parity with other State workers with comparable levels of responsibility, skill, and training. In general, the backers of the comparable worth concept contend that some workers are underpaid simply because they are in "women's occupations," such as secretaries, librarians, and nurses.

The events leading to the settlement began in 1981, when nine female employees filed suit against the State, contending that a study sponsored by the State showed pay discrimination against women. In 1983, Federal District Judge Jack E. Tanner found the State guilty of pay discrimination under the Federal Civil Rights Act and ordered it to retroactively correct the disparity. In September 1985, the 9th U.S. Circuit Court of Appeals overturned Judge Tanner's decision, but the State legislature had already appropriated $41.6 million to finance a settlement to be negotiated with the American Federation of State, County and Municipal Employees (AFSCME) and other unions representing State employees.

The accord, which will require additional appropriations to cover the $106.5 million total cost, provides for the worth of jobs to be measured in terms of skill, effort, training, education, responsibility, and working conditions. During the first 15 months, $46.5 million will be available for pay adjustments, followed by $10 million allocations on July 1 of 1987 through 1992. Unlike Judge Tanner's ruling, the settlement does not provide for retroactivity of the pay adjustments. The 35,000 employees will also receive the same general wage increases the union negotiates for other employees in their bargaining units during the 6-year period.

Pay equity adjustments also were a feature of an initial contract between the AFSCME and the City of Chicago for 7,500 white-collar employees. Under the 3-year contract, all employees will receive wage increases totaling about 13 percent and 3,500 in 79 predominantly female job classifications will receive an additional 5 percent, which will be accomplished by raising them by one pay grade. According to the parties, 86 percent of the upgraded workers are women. In return for the upgrading, the union agreed to drop sex discrimination charges it had filed with the Equal Employment Opportunity Commission against the city in 1982. The parties also established a joint job evaluation committee to study the city's entire pay system and recommend changes, if necessary. In another area, the parties moved to end political favoritism by adopting criteria to be used in selecting people for jobs and promotions.

American Federation of State, County and Municipal Employees' President Gerald W. McEntee hailed the settlement as a "demonstration of the nationwide momentum on pay equity," despite the Appeals Court ruling in the Washington State case. McEntee also said that the union's "blueprint for equality" program during 1985 had resulted in pay adjustments of $12 million for 4,000 clerical employees and librarians in the Los Angeles City government; $20 million for 6,000 workers in the Iowa State government; $40 million for 9,000 employees of the State of Minnesota; $9.1 million for 10,000 employees of the State of Wisconsin; $5.6

million for 9,000 employees of the State of Connecticut; and $36 million to be used for adjusting the pay of tens of thousands of employees of the State of New York.

In another pay equity development, the Auto Workers negotiated initial contracts with the State of Michigan that included special adjustments for some of the 21,000 employees in the two bargaining units. The union said the special pay adjustments were intended to "achieve a greater degree of pay equity between traditionally 'female' State jobs and other jobs." Terms for all employees included a 5.0 percent general pay increase; reduced employee premium costs for health insurance; and a joint review of workloads. The Auto Workers gained the right to represent the Human Services and Administrative Support units by defeating the incumbent Michigan State Employees Association in 1985 elections.

RCA settles. Pay increases totaling 5.5 percent, lump-sum payments, and a retirement inducement featured settlements between RCA Corp. and the Electrical Workers (IBEW) and the Electronic Workers. The separate but coordinated bargaining by the two unions covered 14,500 workers at 12 electrical products plants.

The first cash payment, payable immediately, was equal to 3 percent of employee earnings from November 1, 1984, through October 31, 1985. Instead of continuing the provision for automatic annual cost-of-living adjustments in hourly pay based on the movement of the Consumer Price Index, employees will receive lump-sum payments of $225 on June 2, 1986, $500 on June 1, 1987, and $525 on June 6, 1988.

Hourly pay rates will be increased by 3 percent on December 1, 1986, and 2.5 percent on December 7, 1987. Workers in the upper pay grades will also receive an additional 5 to 20 cents and 5 to 15 cents an hour on the respective dates. Pay progression was extended, with new employees starting at 80 percent of the standard rate for their jobs and receiving 5-percentage point increases every 6 months until they attain the standard rate.

The retirement inducement, limited to workers leaving the company between January 1 and July 1 of 1986, is $5,000. It is available to employees with 30 years of service or whose age plus years of service total 85.

Other terms include a two-step increase in the pension rate to $16 a month (from $14) for each year of credited service; three $100 credits to employees under a stock purchase plan; and some changes to help restrain the rise in health insurance costs.

Pratt & Whitney walkout ended. In Connecticut, the first strike against the Pratt & Whitney Group since 1960 ended when the company and the Machinists union agreed on a 3-year contract. The 2-week stoppage involved operations in Middletown, North Haven, and Southington. Workers at the main plant, in East Hartford, did not participate in the strike but were covered by the wage and benefit terms.

The contract provided for two immediate lump-sum payments, one of $300 and the other equal to 3.5 percent of 1985 earnings, or about $700, according to the union. In November 1986, the 15,000 workers will receive another lump-sum payment calculated at 3.5 percent of the prior 12 months' earnings, followed by a 3-percent pay increase in November 1987. Improvements were also made in the savings plan and in insurance benefits.

Changes were also made in job security provisions, reflecting the union's concern over the reported loss of 8,500 jobs in the past 5 years as a result of technological change and the scheduled elimination of 1,200 jobs during the next 12 months.

One change provides for the company to pay up to 75 percent of the cost of retraining displaced workers. Other changes limit the company's right to farm out work that could be performed by bargaining unit members and require the company to post all available jobs for bidding by qualified workers.

Construction pay cut. Concerned about the possibility of losing work to nonunion construction firms impelled unions in Alaska's petroleum producing area to agree to a 20-percent pay cut during the first year of their new 2-year agreement with the North Slope Contractors Association. Pay rates for the second year will be negotiated under a mid-term contract reopening provision.

The deciding factor in the unions' decision apparently was the oil companies' 1985 announcement that bidding for projects would be opened to both union and nonunion contractors. Traditionally, most of the construction on the North Slope has been performed by unionized firms.

A union official said that the pay cut was not popular with union members but it must be viewed in relation to the still substantial earnings opportunity resulting from company-financed rooms, meals, and transportation and a virtually guaranteed 70-hour workweek.

Among the affected crafts, pay rates for plumbers and welders dropped to $20.94 an hour, from $26.17, and laborers dropped to $16.27, from $20.34. Employer payments for benefits remained at $6.10 an hour for the plumbers and welders and $6.45 for the laborers.

Other terms include a 40-hour workweek guarantee; a limit of time-and-one half pay for all work in excess of 8 hours per day; regular (nonpremium) pay rates for work on second or third shifts, if such shifts are established; and a cut in the number of paid travel hours from the Fairbanks dispatch point.

California food stores settle. About 21,000 meat department, warehouse, and delivery employees of seven Southern California grocery store chains returned to work in December after their unions settled with the Food Employers Council, the employers' association. The first break in the 2-month work stoppage came when the Teamsters settled for the 11,000 warehouse and delivery employees. The meat department workers, who are represented by the Food and Commercial Workers, rejected the employer's initial offer, then narrowly approved the second offer that included a two-tier pay system that was less onerous for employees than one the employers had earlier proposed. Management contended that two-tier pay systems and other contract changes were necessary to help them compete effectively with lower-cost nonunion stores. According to one union member who criticized the two-tier approach, six UFCW locals in Southern California had lost 50,000 out of 60,000 members over a 6-year period, primarily as a result of new meat processing and packaging methods.

Under the two-tier system, new meat wrappers will start at $5.53 an hour and progress to a maximum of $7.90 as a meatcutter. Current employees, who earn a maximum of $12.16, were not affected. In another cost reduction change, markets will be required to have a top-rated meatcutter on duty 8 hours a day, instead of the previous 16 hours.

Other terms, which also applied to the Teamster members, included no wage change in the first contract year, lump-sum payments of up to $500 in September 1986 and up to $1,000 in September 1987, calculated on employee earnings during the preceding 12 months; a 40- to 45-cents wage increase (40 cents for Teamsters members) in September 1987; suspension of the cost-of-living pay adjustment provision; and improvements in pension and insurance benefits, which varied for the two unions.

Illinois food stores settle. Following the lead of a June 1985 settlement with major St. Louis grocery store chains, United Food and Commercial Workers locals 219 and 35 and three chains in nearby Illinois have agreed on cuts in pay and benefits to aid the companies in competing with nonunion stores. The three chains covered by the settlement are the Kroger Co., National Supermarkets, and Schnuck Markets.

The Illinois agreement cut the top rate for clerks to $10.80 an hour, from $11.15, effective immediately, and to $10.50 in November 1986. Workers below the top rate will have their rates frozen for the term of the contract, which expires on November 26, 1988. To some extent, the pay cut and freeze will be offset by bonuses totaling $1,000 to $1,200, depending on the number of hours an employee works. Half of the bonus will be distributed in 1986 and the balance in 1987 and 1988.

The contract also provided for—

- A top rate of $6.50 an hour for employees who work less than 30 hours a week. Previously there was no such pay "cap" for these employees.

- For workers hired after the effective date of the contract, Sunday work premium pay of $1 an hour during their first year and $2 an hour thereafter. Current employees will continue to receive time-and-one-half pay for work on Sunday.

- A 9-cent reduction, to 76 cents an hour, in the employers' payment to the health and welfare trust. Benefits financed by the trust were not reduced.

- Elimination of a sixth week of paid vacation after 25 years of service. Currently eligible workers will continue to receive 6 weeks.

- Elimination of 1 personal paid holiday and 4 (annual) paid sick leave days beginning January 1, 1986.

- Reduced employer financing of health and welfare and pension benefits for new employees.

- A guarantee that 50 percent of scheduled work hours will be given to employees who normally work 40 hours a week and 10 percent to those who normally work at least 30 hours a week. The union said these requirements will help counter a trend toward increasing use of part-time workers, to the detriment of full-time workers.

Selected Wage and Benefit Changes

Current provisions of collective bargaining agreements are summarized below. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements.

Coverage generally is limited to actions affecting 1,000 workers or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MANUFACTURING		
FOOD AND KINDRED PRODUCTS		
Campbell Soup Co. Paris, TX United Food and Commercial Workers—1,200	4.5 percent 12/9/85	2-year agreement ratified 12/17/85 also provided: 35 cents 12/86; cost-containment features for insurance coverage; see CWD Dec. 1984.
Campbell Soup Co. Napoleon, OH Food and Commercial Workers—1,800	45 cents 2/86	Deferred increase negotiated 2/85 (CWD April 1985).
Chicago Midwest Meat Assn. (41 shops) Chicago, IL Food and Commercial Workers—3,00	No wage change 11/1/85	3-year agreement negotiated 11/85 also provided: 4 week cap on vacation schedule except for 5 or 6 weeks earned prior to 12/31/85; see CWD July 1984.
Miller Brewing Co. Milwaukee, WI Brewery Workers—1,000	70 cents 8/85	General wage increase based on the "national brewery industry's" level; see CWD Aug., 1984.
Quaker Oats Co. Cedar Rapids, IA Retail, Wholesale and Department Store—1,000	3 percent 2/86	Deferred increase negotiated 2/10/84 (CWD July 1984); see CWD Feb. 1985.
Wilson Foods Oklahoma City, OK Food and Commerical Workers—2,800	No wage change 12/23/85	3-year agreement negotiated 12/85 also provided: wage increases based on end of fiscal year company profits; time-and-a-half pay on Saturdays; improved sick pay; job retraining funds for employees at plants that are closed; no recent listing.
TOBACCO MANUFACTURES		
American Tobacco Co. Durham and Reidsville, NC Bakery, Confectionery and Tobacco Workers—2,400	35 cents 1/1/86	Deferred increase negotiated 1/83 (CWD Apr. 1983); see CWD Nov. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
APPAREL AND OTHER TEXTILE PRODUCTS		
Associated Fur Manufacturers, Inc., and United Fur Manufacturers New York, NY, area United Food and Commercial Workers—1,600	62.5 cents 2/15/86	Deferred increase negotiated 5/13/84 (CWD July 1984); see CWD Feb. 1985.
Londontown Corp. Maryland and Virginia Clothing and Textile Workers —1,800	$500 lump sum 11/1/85	3-year agreement negotiated 10/25/85 also provided: $600 lump sum on 11/1/86, $200 lump sum on 11/1/87, 25 cents hour wage increase on 11/1/87, $6 month (was $5.75) pension for every year of credited service, increasing to $6.25 on 1/1/87 and to $6.50 on 1/1/88; $4,000 (was $3,000) maximum death benefit; $115 week (was $105) sickness and accident; 11th holiday (Martin Luther King's birthday) effective 1/15/86; see CWD Jan. 1985.
FURNITURE AND FIXTURES		
Simmons Co. Various locations Upholsters International Union —1,475	See next column 10/28/85	3-year agreement negotiated 10/28/85 also provided: $1,000 lump sum payment on 10/28/85; 20 cents an hour increase on 10/28/86, and 25 cents on 10/28/87; see CWD Jan. 1983.
PRINTING AND PUBLISHING		
Allied Printing Assn. Philadelphia, PA Graphic Communications International Union—1,400	24-41 cents 8/85	3-year agreement negotiated 11/8/85 also provided: 24-41 cents increase in wages on 8/8/86 and 8/8/87; see CWD December 1984.
Union Employees Assn., Div of Printing Industries Chicago, IL Graphic Communications—1,000	36 cents 12/1/85	Automatic semiannual cost-of-living adjustment; see CWD July 1985.
Twin City Commercial Printers Minneapolis, MN Graphic Communications—1,200	23 cents 12/1/85	Automatic semi-annual cost-of-living adjustment; see CWD July 1984.
CHEMICALS AND ALLIED PRODUCTS		
Colgate-Palmolive National Various—2,000	See next column 11/10/85	3-year agreement negotiated 11/10/85 provided: 4 percent wage increase on 11/10/85, 3.6 percent on 11/10/86 and 11/10/87 (CWD 11/84).
E.R. Squibb & Sons, Inc. New Brunswick, NJ Oil, Chemical and Atomic Workers—1,300	4 percent 1/7/86	Deferred increase negotiated 1/13/85 (CWD 6/85).
B.A.S.F Fibers Lowland, TN Clothing and Textile Workers Union—1,900	See next column 1/15/86	3-year agreement negotiated 1/15/86 also provided: $1,200 lump sum payment on 1/15/86 and $1,000 on 1/15/87; a cost-of-living clause providing for either 34-cent per hour wage increase or a contract reopener in 1/88 if the BLS-CPI-W rises by more than 3.7 percent from 12/86-12/87; see CWD Jan. 1983.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS		
Goodyear Tire & Rubber Co. Various locations Rubber Workers—16,000	10 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Firestone Tire & Rubber Co. Various locations Rubber Workers—8,500	10 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
B.F. Goodrich Co. Various locations Rubber Workers—7,200	10 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Uniroyal, Inc. Various locations Rubber Workers—4,200	10 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
STONE, CLAY, AND GLASS PRODUCTS		
PPG Industries PA, MD, and MO Aluminum, Brick and Glass Workers—1,500	22 cents 2/16/86	Deferred increase negotiated 2/16/84 (CWD Apr. 1984); see CWD Jan. 1986.
Corning Glass Works Corning, NY Flint Glass Workers—3,500	28 cents 1/3/86	Deferred increase negotiated 1/20/84 (CWD Apr. 1984); see CWD Jan. 1985.
PRIMARY METAL INDUSTRIES		
U.S. Steel Corp. (production and maintenance employees) Various locations Steelworkers—102,000	45 cents 2/1/86	Deferred increase negotiated 2/83 (CWD Mar. 1983); see CWD Jan. 1986.
Bethlehem Steel Corp. Various locations Steelworkers—49,000	45 cents 2/1/86	Deferred increase negotiated 2/83 (CWD Mar. 1983); see CWD Jan. 1986.
Republic Steel Corp. Various locations Steelworkers—30,400	45 cents 2/1/86	Deferred increase negotiated 2/28/83 (CWD Mar. 1983); see CWD Jan. 1986.
Jones & Laughlin Steel Corp. Various locations Steelworkers—32,000	45 cents 2/1/86	Deferred increase negotiated 2/28/83 (CWD Mar. 1983); see CWD Jan. 1986.
Armco Inc. Various locations Steelworkers—14,000	45 cents 2/1/86	Deferred increase negotiated 2/83 (CWD Mar. 1983); see CWD Jan. 1986.
Inland Steel Corp. Various locations Steelworkers—21,000	45 cents 2/1/86	Deferred increase negotiated 2/83 (CWD Mar. 1983); see CWD Jan. 1986.
National Steel Corp. Various locations Steelworkers—15,000	45 cents 2/1/86	Deferred increase negotiated 2/83 (CWD Mar. 1983); see CWD Jan. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Sharon Steel Corp. Sharon and Farrel, PA; Warren OH; and Dearborn, MI Steelworkers—2,800	45 cents 2/1/86	Deferred increase negotiated 2/83 (CWD Mar. 1983); see CWD Jan. 1986.
American Insulated Wire Corp. and Northeast Cable Corp. Pautucket, RI and South Attleboro, MA Electrical Workers (IBEW) —1,000	4 percent 1/4/86	Deferred increase negotiated 1/85 (CWD Apr. 1985).
The Babcock & Wilcox Co., Tubular Products Div. Beaver Falls, PA Steelworkers—4,500	45 cents 2/16/86	Deferred increase negotiated 3/16/83 (CWD Nov. 1983); see CWD Jan. 1986.
Standard Steel, a division of Titaniun Metal Corporation of America Burnham, PA Steelworkers—900	25 cents 1/86	Deferred increase negotiated 12/84 (CWD Feb. 1984); see CWD Jan. 1985.
Atlantic Steel Co. Atlanta, GA Steelworkers—975	2½ percent 2/1/86	Deferred increase negotiated 9/83 (CWD Dec. 1983); see CWD Feb. 1985.
FABRICATED METAL PRODUCTS		
The Babcock & Wilcox Co. Barberton, OH; West Point, MS; and Paris, TX Boilermakers—2,560	See next column 7/15/85	3-year agreement negotiated 10/14/85 also provided: $425 lump sum payments at West Point and Paris, 10/14/85 and 7/86, $800 lump sum payment at Barberton 11/20/85; 3 percent wage increase at Barberton 7/86; all locations receive 3 percent wage increase 7/87; quarterly cost-of-living adjustment suspended for term of agreement, 5 weeks' maximum vacation (was 6 weeks); see CWD Mar. 1985.
Wyman-Gordon Co., Inc. Worcester and North Grafton, MA Steelworkers—1,000	9 cents 11/1/85	Automatic semiannual cost-of-living adjustment; see CWD Aug. 1985.
Olin Corp. East Alton, IL Machinists—2,300	3 percent 12/85	Deferred increase negotiated 12/83 (CWD Feb. 1984); agreement also provided 4 cents hour increase in shift differential; see CWD Dec. 1985.
MACHINERY, EXCEPT ELECTRICAL		
Fafnir Bearing Co., Div. of Textron Inc. New Britain, CT Automobile Workers—1,200	See next column 12/24/85	37-month agreement negotiated 12/23/85 provided: 15 cents for skilled employees in 12/86 and 12/87; irregular cost-of-living clause continued providing 1 cent for every 0.4 point change in CLS-CPI-W (1967 = 100) with caps of 10 cents 1st year, 20 cents 2d year, and 35 cents 3d year; settlement preceded by strike from 9/29/85 to 12/23/85; see CWD July 1985.
Dresser Industries, Dresser Clark Div. Steelworkers—1,400	10 cents 1/1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Borg-Warner Corp., York Div. York, PA Automobile Workers—1,200	5 cents 1/1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Hughes Tool Co., Oil Tool Div. Houston, TX Steelworkers—1,000	10 cents 1/1/86	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
PT Components Indianapolis, IN Steelworkers—1,100	5 cents 1/1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Allis-Chalmers Corp. Independence, MO Steelworkers—1,000	2 percent 2/12/86	Deferred increase negotiated 2/12/84 (CWD Mar. 1984); see CWD Dec. 1985.
ELECTRICAL AND ELECTRONIC EQUIPMENT		
Westinghouse Corp. (hourly employees) National Electronic Workers; Electrical Workers (IBEW); Machinists and others—19,200	26 cents 1/20/86	Automatic semiannual cost-of-living adjustment; see CWD Oct. 1985.
Westinghouse Corp. (salaried employees) National Federation of Westinghouse Independent Salaried Unions (Ind.)—7,100	26 cents 1/20/86	Automatic semiannual cost-of-living adjustment; see CWD Oct. 1985.
Universal Manufacturing Co. Mendenhall, MS Electrical Workers (IBEW) —1,400	40 cents 2/1/86	Deferred increase negotiated 2/3/84 (CWD Mar. 1984); see CWD Feb. 1985.
Collins Radio Group, Div. of Rockwell International Corp. TX and IA Electrical Workers (IBEW) and Electronic Workers—4,550	$300 lump sum 11/1/85	42-month agreement negotiated 12/85 also provided: 3 percent on both 3/1/86 and 3/1/88; $500 lump sum on 11/1/86, 6/1/87, 11/1/87 and 6/1/88; quarterly cost-of-living adjustment maintained providing 1 cent for every 0.3 point change in BLS-CPI-W (1967 = 100) above 3 percent threshold; 14th holiday, effective 12/85; $14.50 month (was $14) pension for every year of credited service, effective 1/1/86, increasing to $15 on 1/1/87, to $15.50 on 1/1/88, and to $16 on 1/1/89; prior contract orginally scheduled to expire in 3/86; see CWD Nov. 1985.
Bendix Autolite Corp. Fostoria, OH Automobile Workers—1,150	7 cents 1/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Whirlpool Corp. Evansville, IN Electronic Workers—2,400	20 cents 2/17/86	Deferred increase negotiated 6/5/83 (CWD July 1983); see CWD Oct. 1985.
Zenith Radio Corp. Chicago, IL, area United Electronics Workers (Ind.)—1,500	17 cents 1/1/86	Automatic semiannual cost-of-living adjustment; see CWD Sept. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
Eureka Co., Div. of National Union Electric Corp. Bloomington, IL Machinists—1,100	5 cents 2/1/86	Deferred increase negotiated 2/1/85 (CWD Mar. 1985); see CWD Dec. 1985.
Amana Refrigeration, Inc. Amana, IA Machinists—1,500	6 cents 1/1/86	Automatic quarterly cost-of-living adjustment; previously received 3 cents on 11/1/85; see CWD Sept. 1985.
Allen-Bradley Co. Milwaukee, WI Electrical Workers (UE-I)—3,000	9 cents 1/30/86	Automatic semiannual cost-of-living adjustment; see CWD Sept. 1985.
Hughes Helicopter Corp. Los Angeles, CA Carpenters and Joiners—1,550	8 cents 1/15/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
TRANSPORTATION EQUIPMENT		
General Dynamics Land Systems Div. National Automobile Workers—5,000	See next column 11/1/85	31-month agreement negotiated 11/85 provided: an immediate bonus of $2,000 and 2.25 percent general wage increase; 2.25 percent lump-sum payment based on previous 52 weeks gross earnings payable by 7/25/86 and a 3 percent general wage increase 6/1/87; new hires continue to start at 60 percent of basic rates, rising by 8 percentage points every 6 months until they reached full rate after 30 months; maintained quarterly cost-of-living adjustments of 1 cent for each 0.3-point movement in the BLS-CPI; $19.95 (was $16.70) month pension rate for future retirees over term of agreement; maintained Blue Cross health insurance without any co-payments by employees; strengthened health and safety protection; settlement preceded by 8-week strike; see CWD Sept. 1984.
Bendix Corp. South Bend and Mishawaka, IN; Teterboro, NJ; North Hollywood and Sylman, CA; St. Joseph, MI; and Green Island, NY Automobile Workers—5,500	9 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Rockwell International Corp. Los Angeles and Santa Susana, CA; Columbus, OH; and Tulsa and McAlester, OK Automobile Workers—16,000	8 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Lockheed-Georgia Co., a div. of Lockheed Aircraft Corp. Marietta, GA; Clarksburg, WV; Charleston, SC; and Meridian MS Machinists—10,000	8 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
General Dynamics, Convair Div. National Machinists—4,400	8 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
United Technologies, Pratt and Whitney Group Connecticut Machinists—16,000	See next column 12/2/85	3-year agreement negotiated 12/85 provided: immediate $300 bonus, lump-sum bonuses on 1/31/86 and 1/29/87 equal to 3½ percent of annual earnings recorded on W-2 form for 1985 and 1986, and 3 percent general wage increase 11/87, revised cost-of-living adjustment formula to provide semiannual adjustments of 1 cent for each 0.15 percent (was 0.16) change in the Consumer Price Index not to exceed a maximum of 18 cents an hour; wage progression increased maximum 10 cents every 20th week; increased life insurance from a minimum of $22,000 to $28,000 maximum depending on job classification; revised funeral leave to include death of grandchildren; $210 minimum (was $200) insurance coverage up to maximum of $280 month; $416 (was $360) permanent disability minimum up to $543 maximum over period of 5 years; provided job security clause; settlement preceded by 2-week strike; see CWD Dec. 1984.
United Technologies Corp., Sikorsky Aircraft Div. Connecticut Teamsters (Ind.)—6,200	3 percent 2/86	Deferred increase negotiated 2/15/84 (CWD Apr. 1984); see CWD Mar. 1985.
Fairchild Republic Co. Farmingdale, NY Machinists—1,500	8 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Dana Corp., Parish Div. Reading, PA Steelworkers—2,200	4 cents 1/26/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Litton Systems, Inc., Ingalls Shipbuilding Div. Pascagoula, MS Metal Trades Council—6,000	30 cents 2/86	Deferred increase negotiated 9/83 (CWD Dec. 1983); see CWD Feb. 1985.
Dana Corp., Weatherhead Div. Angola, IN Automobile Workers—1,000	8 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Hughes Aircraft Co. Tucson, AZ Machinists—2,200	2 percent 2/86	Deferred increase negotiated 10/84 (CWD Dec. 1984); see CWD Feb. 1985.
Lockheed Aircraft Corp., Lockheed-California Co. Burbank, Palmdale, Los Angeles and Van Nuys, CA Machinists—10,000	8 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Kelsey-Hayes Co. Detroit and Romulus, MI Automobile Workers—1,200	20 cents 2/3/86	Deferred increase negotiated 2/85 (CWD May 1985); see CWD Dec. 1985.
Motor Wheel Corp. Lansing, MI Allied Industrial Workers—2,500	9 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Cessna Aircraft Co. Wichita, KS Machinists—4,200	8 cents 1/13/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Lockheed Missiles and Space Co., Inc. Sunnydale, Palto Alto, and Santa Cruz, CA and various missile sites Machinists—5,000	8 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
McDonnell Douglas Corp. Long Beach, CA Automobile Workers—4,800	8 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
McDonnell Douglas Corp. Torrance and Huntington Beach, CA Machinists—3,000	8 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
INSTRUMENTS AND RELATED PRODUCTS		
Sperry Rand Corp. New York, NY Electronic Workers—3,300	5 percent 11/4/85	3-year agreement negotiated 11/85 also provided: 5 percent increase in wages on 9/15/86 and 9/14/87; no recent listing.
Xerox Corp. Rochester, NY Clothing and Textile Workers—3,250	9 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Leeds and Northrup Co. N. Wales, PA Automobile Workers—1,000	2 percent 2/1/86	Deferred increase negotiated 11/3/83 (CWD 2/84); see CWD 9/85.
Fischer & Porter Co. Warminster, PA Independent Union of Rotameter Workers—850	3 percent 11/10/85	Automatic annual "guaranteed cost-of-living adjustment; see CWD May 1984.
MISCELLANEOUS MANUFACTURING		
Milton Bradley Co. Springfield, MA Retail, Wholesale and Department Stores—1,100	35 cents 2/3/86	Deferred increase negotiated 12/3/84 (CWD 12/84); see CWD 7/85.
NONMANUFACTURING		
MINING		
Iron ore mining companies Various locations Steelworkers—3,000	45 cents 2/1/86	Deferred increase negotiated 3/1/83 (CWD Mar. 1984); see CWD Dec. 1985.
Kennecott Copper Corp. UT, NV, AZ, and NM Steelworkers—9,000	10 cents 1/1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MINING—Continued		
Magma Copper Co. Superior, AZ Steelworkers—2,800	10 cents 1/1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Inspiration Consolidated Copper Co. Arizona Various union—1,000	10 cents 1/1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
CONSTRUCTION		
Association of Bituminous Contractors, Inc. (coal mine construction agreement) National Mine Workers	No wage change 2/9/85	2-year agreement negotiated 2/9/85 also provided retirement plan changes including: for retirement before 2/9/85, $160 month (was $150) minimum disability pension, and $10 month ($5 month for surviving spouse) increase for retirees on other than a deferred vested pension; $1 month increase in pension rates for retirement on or after 2/9/85, effective 7/1/85; $165 month disability retirement (was $155) for less than 10 years of service; 50 percent pension established for surviving spouse of worker who had 10 years vested pension credit; see CWD July 1984.
National Electrical Contractors Assn., American Line Builders Chapter VA, WA, MD, DC, KY, and OH Electrical Workers (IBEW) —1,030	43-47 cents 9/2/85	1-year agreement negotiated 9/2/85 provided: no other wage and benefit changes; see CWD Oct. 1984.
Associated General Contactors of America, Inc. Boston, MA Bricklayers—1,000	55 cents 2/1/86	Deferred increase negotiated 8/85 (CWD Nov. 1985).
Associated General Contractors of Massachusetts, Inc.; Building Trades Employers Assn. of Boston and Eastern Massachusetts Inc.; Labor Relation Div. of the Construction Industries of Massachusetts Boston, MA Carpenters and Joiners—5,000	20 cents 2/1/86	Deferred increase negotiated 8/85 (CWD Nov. 1985).
Sheet Metal and Air Conditioning Contractors of Assn. of New York City Inc. New York, NY Sheet Metal Workers—2,000	80 cents 2/1/86	Deferred increase negotiated 8/84 (CWD Sept. 1984); see CWD Feb. 1985.
National Electrical Contractors Assn. Western Pennsylvania Electrical Workers (IBEW) —1,500	No wage change 12/31/85	1-year agreement negotiated 12/85 provided: $1.55 to health and welfare funds (was $1.35); reduced pension funding rate to 55 cents (was 75); see CWD Feb. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Southeastern States area agreement FL, GA, AL, NC, SC, TN and MS Boilermakers—7,000	See next column 11/1/85	In 10/85, parties agreed to extend contract scheduled to expire 10/31/85 by one year with no wage and benefit changes; see CWD Feb. 1985.
National Electrical Contractors Assn. Atlanta, GA Electrical Workers (IBEW) —1,900	40 cents 9/1/85	2-year agreement negotiated 8/31/85 also provided: 15 cents on 3/1/86 and wage reopener on 8/1/86; see CWD Mar. 1985.
Independent contractors Southern and Western Florida (13 counties) Operating Engineers—1,200	See next column 11/1/85	1-year agreement negotiated 10/31/85 also provided: 5 percent wage increase on 3/1/86; effective 11/19/85, $1.50 an hour to health and welfare fund (was $2.00), 80 cents to pension fund (was 30), 25 cents to apprenticeship fund (was 20), and 7 cents to industry promotion fund (was 5); see CWD Oct. 1984.
Air Conditioning Contractors of Arizona Arizona (except Tucson) Sheet Metal Workers	50 cents 2/1/86	Deferred increase negotiated 8/15/85 (CWD Nov. 1985).
Associated General Contractors of America, Inc. Anchorage, AK Carpenters—900	No wage change 7/1/85	3-year agreement negotiated 12/30/85 provided: 50 cents on 7/1/87 with disribution between wages and benefits to be determined later; see CWD May 1985.
TRANSPORTATION AND PUBLIC UTILITIES		
Tanker Service Committee (unlicensed seamen) National National Maritime Union	1 percent 1/86	Automatic semiannual cost-of-living adjustment; see CWD Oct. 1985.
Class I railroads National United Transportation Union —81,600	See next column 1/1/86	Deferred increase of 2 percent applied to base rates negotiated 10/85 (CWD Dec. 1985.
Conrail National United Transportation Union —8,400	See next column 1/1/86	Deferred increase of 2 percent applied to base rates negotiated 7/85 (CWD Nov. 1985).
Maritime Service Committee, Tanker Service Committee, American Maritime Assn., and independent cos. (licensed seamen) Marine Engineers	1 percent 1/86	Automatic semiannual cost-of-living adjustment; see CWD Sept. 1985.
American Maritime Assn. (unlicensed seamen) National Seafarers (SIU)	1 percent 1/86	Automatic semiannual cost-of-living adjustment; see CWD Sept. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Transit Authority Boston, MA Amalgamated Transit Union —3,500	2 percent 1/4/86	Deferred increase negotiated 8/12/85 (CWD Nov. 1985).
Marine Towing and Transportation Employers Assn. New York, NY Longshoremen (ILA)—3,000	4 percent 2/16/86	Deferred increase negotiated 2/85 (CWD Apr. 1985).
Atlantic City Electric Co. (physical employees) Southern New Jersey Electrical Workers (IBEW) —1,000	4.9 percent 12/16/85	2-year agreement ratified 12/19/85 also provided: 4.8 percent 12/15/86; 55 cents hour (was 52) shift differential effective 1/1/86 increasing to 58 cents 12/15/86; 6 weeks of paid vacation after 30 (was 32) years of credited service; improved hospitalization and dental benefits; see CWD Dec. 1984.
State employees (turnpike) Pennsylvania International Brotherhood of Teamsters (Ind.)—1,500	31 cents retroactive to 10/1/85	3-year agreement negotiated 12/9/85 also provided: wage increases of 29 cents effective 10/1/86, 20 cents on 3/1/87, 30 cents on 10/1/87 and 21 cents on 3/1/88; effective 10/1/85, starting salary will increase after a 5-year freeze (determination made at the time of hiring); $40,000 maximum life insurance (was $20,000); effective 10/1/85, $35 per month for optical care (was $33); first listing.
Cleveland Regional Transit Authority (operators) Cleveland, OH Amalgamated Transit Union —2,000	1.25 percent 2/1/86	Deferred increase negotiated 8/85 (CWD Dec. 1985).
Northern Illinois Gas Co. Illinois Electrical Workers (IBEW) —1,750	4.5 percent 2/86	Deferred increase negotiated 3/22/84 (CWD April 1984).
Wisconsin Public Service Co. Wisconsin Operating Engineers—1,100	3.7 percent 11/1/85	3-year agreement negotiated 12/85 also provided: 4.2 percent 11/1/86 and 4.65 percent 11/1/87; 50 cents (was 45) hour 3d shift differential 11/1/86; $2.37 Sunday premium (was $1.87) increasing to $2.87 11/1/86 and $3.30 11/1/87; 11th paid holiday added, personal holiday; see CWD Dec. 1984.
Pacific Maritime Assn. (unlicensed seamen) West Coast Seafarers (SIU)	1 percent 1/86	Automatic semiannual cost-of-living adjustment; see CWD Sept. 1985.
Southern California Rapid Tranist District (drivers) Los Angeles, Orange, Riverside, San Bernardino, and Ventura counties, CA United Transportation Union —4,500	10 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Southern California Rapid Transit District (mechanics) Los Angeles, Orange, Riverside, San Bernardino, and Ventura counties, CA Amalgamated Transit Union —1,700	10 cents 12/1/85	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.

Continued—Selected wage and benefit changes

TRANSPORTATION AND PUBLIC UTILITIES—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Transit Authority (operators) Los Angeles, CA United Transporation Union —4,500	26 cents 2/1/86	Deferred increase negotiated 4/25/85 (CWD July 1985); see CWD Nov. 1985.
Transit Authority (mechanics, maintenance) Los Angeles, CA Amalgamated Transit Union —1,700	26 cents 2/1/86	Deferred increase negotiated 4/25/85 (CWD July 1985); see CWD Nov. 1985.

WHOLESALE AND RETAIL TRADE

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Stop and Shop Stores Massachusetts and Rhode Island United Food and Commercial Workers—7,200	$22 week-full time, 30 cents-part-time 2/9/86	Deferred increase negotiated 3/10/85 (CWD Apr. 1985).
Stop and Shop Stores Western Massachusetts United Food and Commercial Workers—1,250	$25 week-full time, 30 cents-part-time 2/14/86	Deferred increase negotiated 5/19/85 (CWD July 1985).
Wm. Filene's Sons Co. Boston, MA United Food and Commercial Workers—3,700	25 cents 2/1/86	Deferred increase negotiated 3/4/85 (CWD Apr. 1985).
Stop and Shop Stores Connecticut United Food and Commercial Workers—6,650	$25 week-full time, 35 cents-part time 2/9/86	Deferred increase negotiated 3/10/85 (CWD Apr. 1985).
Restaurant League of New York New York, NY Hotel Employees and Restaurant Employees—4,000	$10-22 week retroactive 11/1/84	3-year agreement negotiated 12/3/85 also provided: $10-22 week on 11/1/85 and $10-22 week on 11/1/86; $17 week (was $15.60) to health and welfare fund, effective 6/1/85, increasing to $19 on 6/1/86 and to $21 on 6/1/87; 10th paid holiday, effective 11/1/84; no recent listing.
R.H. Macy & Co., Inc. New York, Ny Retail, Wholesale, and Department Store—6,000	40 cents 2/1/86	Deferred increase negotiated 3/6/85 (CWD Apr. 1985).
Lucky Food Stores Houston, TX United Food and Commercial Workers—1,000	30 cents 2/17/86	Deferred increase negotiated 12/1/83 (CWD Apr. 1984); see CWD Sept. 1985.
Kroger and Safeway stores Houston, TX United Food and Commercial Workers—12,500	30 cents 2/17/86	Deferred increase negotiated 12/1/83 (CWD June 1984); see CWD Sept. 1985.
Dominics' Food Stores (formerly listed as "chain food stores) Central and Northeastern, IL; Gary, IN United Food and Commercial Workers—8,300	20 cents 10/1/85	3-year agreement negotiated 12/23/85 also provided: 10 cents on 1/5/86, 10 cents on 10/5/85 and 20 cents on 10/4/87; benefit levels maintained; see CWD Sept. 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Restaurants in Chicago Chicago, IL Hotel Employees and Restaurant Employees—3,000	3 percent 10/1/85	4-year agreement negotiated 12/21/85 also provided: 2 percent on 10/1/86, 3 percent on 10/1/87, and 3 percent on 10/1/88; $32.02 month (was $32.07) to health and welfare fund, effective 1/1/86, increasing to $33.77 on 1/1/87 and to $35.52 on 1/1/88; pre-paid legal fund established 1/1/87; see CWD July 1984.
Jewel, Dominicks' and Eagle Discount stores Chicago, IL United Food and Commercial Workers—4,300	See next column	3-year agreement negotiated 12/19/85 provided: no wage change first year, 20-25 cents on 10/4/86, 20-25 cents on 10/4/87; cost-of-living clause dropped; benefit levels maintained; see CWD July 1984.
Kroger Co. Michigan United Food and Commercial Workers—4,200	35 cents 2/9/86	Deferred increase negotiated 8/9/84 (CWD Oct. 1984); see CWD May 1985.
Food Employers Council, Inc. Northern California United Food and Commerical Workers—3,800	25 cents lump sum for hours worked 11/85-5/86, payable 11/1/85	3-year agreement negotiated 12/12/85 also provided: 40 cents (average) lump sum for hours worked during specified 6-month periods effective on each of the following dates: 5/1/86, 11/1/86, 5/1/87, and 11/1/87; $1.35 hour (was $1.25) pension fund, effective 11/1/86 and increasing to $1.45 on 11/1/87, see CWD Nov. 1984.
Food Employees Council, Inc. (warehouse employees and drivers) Southern California Teamsters (Ind.)—10,800	See next column	34-month agreement negotiated 12/26/85 provided: no wage change first year; $500 maximum lump sum based on hours worked from 9/85 to 9/86 on 9/4/86, $1,000 maximum lump sum based on hour worked from 9/86 to 9/87 on 9/4/87; 40 cents general wage increase 9/4/87; cost-of-living clause suspended over life of contract; $1.15 hour (was $1.05) to pension fund, effective 8/1/88; $2.19 hour (was $1.99) to health and welfare fund, effective 1/86, increasing to $2.39 on 1/1/87 and to $2.49 on 1/1/88; settlement preceded by 8-week strike; see CWD Mar. 1985.
Food Employers Council, Inc. (office workers) Southern California Teamsters (Ind.)—1,200	See next column	34-month agreement negotiated 12/26/85 provided: same terms as warehouse-driver agreement (above); see CWD Mar. 1985.
Food Employees Council, Inc. Southern California United Food and Commercial Workers—10,000	See next column	3-year agreement negotiated 12/29/85 provided: no wage change first year; $500 maximum lump sum based on hours worked from 9/85 to 9/86 on 9/4/86; $1,000 maximum lump sum based on hours worked from 9/86 to 9/87 on 9/4/87; 45-50 cents general wage increase 9/4/87; cost-of-living suspended over life of contract; $33 month (was $26) pension for every year of credited service, retroactive to 7/75, increasing to $40 in 8/85; $1.65 hour (was $1.55) to health and welfare, effective in 11/86 and increasing $1.75 on 11/1/87; settlement preceded by 8-week strike; see CWD Mar. 1985.
Food Employers Council, Inc. Southern California United Food and Commercial Workers—65,000	1.2 percent 2/3/86	Deferred increase negotiated 8/27/84 (CWD Oct. 1984); see CWD July 1985.
Associated Produce Dealers and Brokers of Los Angeles Los Angeles, CA,, area Teamsters (Ind.)—1,900	10 cents 2/1/86	Deferred increase negotiated 4/15/84 (CWD May 1984); see CWD Aug. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FINANCE, INSURANCE, AND REAL ESTATE		
Midtown Realty Owners Assn. (building service workers other than superintendants) New York, NY Service Employees—2,500	$23 a week 2/4/86	Deferred increase negotiated 1/84 (CWD May 1984); see CWD May 1985.
SERVICES		
Basic Theatrical Motion Picture Agreement National American Federation of Musicians—2,200	5 percent 2/16/86	Deferred increase negotiated 3/84 (CWD Apr. 1984); see CWD Feb. 1985.
Television Film Labor Agreement National American Federation of Musicians—2,800	5 percent 2/16/86	Deferred increase negotiated 3/84 (CWD Apr. 1984); see CWD Feb. 1985.
City University of New York New York, NY Professional Staff Congress —13,500	5 percent retroactive to 9/1/84	3-year agreement approved by Financial Control Board on 12/12/85 also provided 5 percent increase in second year and 6 percent in third year; no recent listing.
Teachers Yonkers, NY Yonkers Federation of Teachers (AFT)—1,500	4.31 percent retroactive to 7/1/85	2-year agreement negotiated 11/85 also provided: 4.31 percent wage increase on 7/1/86; longevity payments modified as follows: $522 after 20 years (was $500), and $783 after 25 years (was $750) increasing to $545 for 20 years and $819 for 25 years effective 7/1/86; $550 to welfare fund (to purchase dental and optical care) was $500; first listing.
Board of Education (teachers and support employees) New Rochelle, NY New York Federation of United School Employees (Ind.)—1,000	6.8 percent 9/85	3-year agreement negotiated 9/85 also provided: 6.8 percent wage increases on 9/1/86 and 9/1/87; first listing.
Hospital and health care employees Hudson County, NJ Retail, Wholesale and Department Store—1,500	7 percent retroactive to 1/1/85	3-year agreement negotiated 10/1/85 also provided: 7 percent on 1/1/86, 4 percent on 1/1/87 and 3 percent on 7/1/87; health care insurance fully financed for employees who have at least 10 years service and retirees retiring prior to 1/1/87; first listing.
County employees (registered nurses) Westchester County, NY American Nurses Association (Ind.)—1,100	5 percent retroactive to 7/1/85	3-year agreement negotiated 10/1/85 also provided: 6 percent wage increase on both 7/1/86 and 7/1/87; $1,585 tuition reimbursement (was $1,400) increasing to $1,600 on 7/1/86 and $1,700 on 7/1/87; first listing.
Board of Education (bus drivers, maintenance, custodians, clerical, teachers aides) Prince George's County, MD Association and independent union—3,000	12 cents 1/1/86	Deferred increase negotiated 6/28/84 (CWD Nov. 1984); see CWD Nov. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Teachers Clay County, FL Clay County Florida Education Teachers Association (NEA-I)—1,200	8 percent retroactive to 7/1/85	3-year agreement negotiated 12/85 also provided: wage and benefit reopenings on 7/1/86 and 7/1/87; established four sick leave plans—employees select one plan at the start of the school year—all plans pay a $300 bonus for perfect attendance; four days' annual leave is provided for 12-month employees if school is closed by the superintendent during the Christmas holidays; $1,200 per year supplement for teachers with a master's degree in their subject area and $800 for those with a degree in a general subject area; added two HMO's to health insurance plans; first listing.
Teachers Seminole County, FL National Education Association (Ind.)—2,200	6.5 percent retroactive to 8/19/85	On 12/11/85 under a wage and benefit reopening of a 3 year agreement scheduled to expire on 6/30/87 the parties modified the agreement as follows: effective 1/1/86, teachers with 16 or more years service receive $218 lump-sum bonus; $767.40 per year payment for health insurance (was $702.48); see CWD Nov. 1984.
Welfare department (general employees) Cuyahoga County, OH State, County and Municipal Employees	4 percent retroactive to 2/15/85	26-month agreement negotiated 11/25/85 also provided: 4 percent wage increase effective 2/15/86; first listing.
Teachers South Bend, IN National Education Association (Ind.)—1,550	5 percent retroactive to 9/1/85	On 10/85 under wage reopening of a 3-year agreement scheduled to expire on 8/15/87 the parties modified the agreement as follows: added two steps to the salary schedule for employees with 21-23 years seniority (was one step) and two for those with 24 years and over (was two steps); first listing.
Teachers St. Paul, MN American Federation of Teachers—2,300	6.5 percent retroactive to 7/1/85	2-year agreement negotiated 12/10/85 also provided: 5.1 percent wage increase on 7/1/86; $13.50 classroom preparatory differential for each session over ten; 183 day school year (was 182); $185 per month employer payment for health insurance (was $170) increasing to $200 effective 7/1/86; first listing.
Teachers Hennepin County, MN American Federation of Teachers—950	4.5 percent retroactive to 9/1/85	2-year agreement negotiated 12/6/85 also provided: 3.75 percent effective 8/25/86; 190 day school year (was 188); first listing.
Teachers Kenosha County, WI Kenosha Education Association (NEA-I)—1,050	8.3 percent retroactive to 7/1/85	2-year agreement negotiated 12/18/85 also provided: 6.7 percent wage increase on 7/1/86; effective 7/1/86, long-term disability payments equal to two-thirds of monthly salary with a payment limit of $2,000 per month and a 90 day waiting period; to qualify; effective 2/1/86, cost-containment provisions added to health insurance, including second opinion requirement for surgery, hospital and concurrent admission review, and effective 7/1/86, $100 medical insurance deductible (now $50); first listing.
Teachers St. Louis County, MN Duluth Federation of Teachers (AFT)—1,100	5.4 percent retroactive to 7/1/85	2-year agreement negotiated 11/29/85 also provided: 6.1 percent wage increase on 7/1/86; 5 percent increase in extra-curriculum pay retroactive to 7/1/85 and 5 percent on 7/1/86; health insurance capped at annual levels—money not spent can be used by teachers to purchase other health care coverage; first listing.
Teachers and related professionals Madison, WI Madison Teachers Incorporated (NEA-I)—1,700	6.57 percent retroactive to 8/20/85	2-year agreement negotiated 11/85 also provided: 6.55 percent wage increase effective 8/20/86; effective 8/20/85, $8.80 per hour extra curricular duty pay for ticket takers (was $4); $7 per hour volunteer cafeteria duty pay (was $6.40); $8 per hour classroom coverage pay (at district's request, was $6.16); $2,000 per month maximum long-term disabiity compensation (was $1,700); district's contribution towards life insurance increased to 35 percent (was 25); effective 3/1/87, $77 per month health insurance contribution for single coverage (was $67.50) an $180 per month for family (was $169.78) effective 1/1/86 6 percent employer contribution towards retirement plan (was 5); see CWD May 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Teachers Boulder, CO Boulder Valley Education Association (Ind.)—1,250	7 percent 1/1/86	1-year agreement negotiated 12/6/85 also provided: 3 percent wage increase effective 9/1/86; 184 day school year (was 183); see CWD Feb. 1985.
Teachers Jefferson County, CO Jefferson County Education Association (Ind.)—4,200	3 percent 1/1/86	3-year agreement negotiated 12/17/85 also provided: 3 percent wage increase on 1/1/87 and a wage reopening on 1/1/88; 185 day school year (was 184); first listing.
Teachers Spokane, WA National Education Association (Ind.)—1,300	No wage change 10/10/85	On 10/10 the parties agreed to extend their contract for one year; first listing.
County employees (registered nurses) Los Angeles County, CA Service Employees—3,650	3 percent 1/1/86	2-year agreement negotiated 10/85 also provided: 2 percent wage increase on 1/1/87 and 4.5 percent on 7/1/87; employees hired prior to 7/1/86 receive 12 annual days sick leave after 1 year of service and those hired later receive 10 days and reach parity (12 days) after 5 years of service; capped dental insurance at $12 per month (was $21), if in subsequent years cost increases more than 7 percent parties will meet and confer on additional funding; employer contribution to health insurance was modified as follows: $92 per month for single coverage effective 9/1/86 (now $90) increasing to $96 on 9/1/87, $184 per month effective 9/1/86 effective 9/1/86 (now $180) for employee and one dependent, increasing to $192 on 9/1/87, $205 per month effective 9/1/86 (now $202.05) for employee and two or more dependents, increasing to $215 on 9/1/97; first listing.
County employees (social service investigators) Los Angeles County, CA Service Employees—3,300	See next column 1/1/86	2-year agreement negotiated 10/85 also provided: terms similar to registered nurses listing above; first listing.
County employees (institutional support service) Los Angeles County, CA Service Employees—1,250	See next column 1/1/86	2-year agreement negotiated 10/85 also provided: terms similar to registered nurses listing above; first listing.
County employees (paramedical technical) Los Angeles County, CA Service Employees—4,300	See next column 1/1/86	2-year agreement negotiated 10/85 also provided: terms similar to registered nurses above; first listing.
County employees (professional paramedics) Los Angeles County, CA Service Employees—1,150	See next column 1/1/86	2-year agreement negotiated 10/85 also provided: terms similar to registered nurses listing above; first listing.
Los Angeles Community College (faculty) Los Angeles, CA American Federation of Teachers—4,800	No wage change 11/13/85	On 11/13/85 under a wage and benefit reopening of a 3-year agreement scheduled to expire on 10/12/86 the parties modified the agreement as follows: employees with permanent status who retire before 1/4/86 will receive an $8,000 severance grant; added cost-containment to health insurance to include second opinions for surgery, pre-admission and concurrent reviews; first listing.
Teachers Fremont, CA National Education Association (Ind.)—1,100	5 percent retroactive to 7/1/85	On 10/85 under a wage and benefit reopening of a 3-year agreement scheduled to expire on 6/30/86 the parties modified the agreement as follows: 125 minutes per week classroom preparation time (was 100); $73.20 per month health insurance (was $65.79); employer pays 4.2 percent for miscellaneous fringe health benefits (was 4.5); fully-financed dental and medical insurance

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
		until age 65; for current employees who retire with 10 years service and age 55; first listing.
Board of Education (teachers) Concord, CA California School Employees Association (NEA-I)—1,500	5.5 percent 1/1/86	Deferred increase negotiated 9/11/85 (CWD Nov. 1985).
California State University (clerical and administrative support services) Sacramento, CA California State Employees Association—7,500	6.75 percent retroactive to 7/1/85	3-year agreement negotiated 9/85 also provided: 5 percent wage increase on 7/1/86; wage reopening provision 7/1/87; first listing.
County employees (clerical) Fresno County, CA Service Employees International —1,200	2.5 percent 1/13/86	1-year agreement negotiated 1/21/86 see CWD Nov. 1985.
PUBLIC ADMINISTRATION		
City employees (blue-collar) Boston, MA State, County and Municipal Employees—4,600	3.7 percent 1/1/86	Deferred increase negotiated 8/85 (CWD Nov. 1985).
City employees (blue and white collar) Worcester, MA Services Employees International —1,400	6 percent retroactive to 7/1/85	1-year agreement negotiated 10/29/85 also provided: experimental sick leave incentive plan to provide a cash bonus of $60 every 3 months to employees who do not use any sick leave during this period; improved cost-containment provisions to include a pre-admission hospital review and discharge planning; see CWD July 1984.
Nurses New York, NY New York State Nurses Association—6,000	6 percent retroactive to 9/1/84	41-month agreement approved by Financial Control Board 12/12/85 also provided 6 percent 9/1/85 and 6 percent 8/1/86; see CWD Aug. 1983.
County employees Nassau County, NY Civil Service Employees Assn. —14,000	6 percent 1/1/86	Deferred increase negotiated 4/29/85 (CWD June 1985).
County employees Westchester County, NY Civil Service Employees Association—6,000	6 percent 1/1/86	Deferred increase negotiated 6/85 (CWD July 1985).
County employees (general) Schenectady County, NY State, County and Municipal Employees—1,300	6 percent 1/1/86	Deferred increase negotiated 10/17/85 (CWD Dec. 1985).
County employees (general) Monroe County, NY Civil Service Employees Association Inc. (Ind.)—3,750	6 percent 1/1/86	3-year agreement negotiated 1/14/86 also provided: 5.5 percent on 1/1/87 and 5 percent on 1/1/88; 13th paid holiday, Martin Luther King Jr's birthday; $500 per year tuition reimbursement (was $300); extended health insurance coverage to spouse of deceased retired employee who had at least 10 years county service; employees hired after 1/1/86 will pay all future increases in health insurance; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
State workers (primary level supervisors) New Jersey Civil Service Assn.—7,400	3 percent 1/1/86	Deferred increase negotiated 9/83; see CWD Jan. 1985.
State workers (administrative and clerical employees) New Jersey Civil Service Assn.—12,400	3 percent 1/1/86	Deferred increase negotiated 9/83; see CWD Jan. 1985.
State workers (health care and rehabilitation services unit) New Jersey State, County, and Municipal Employees—10,000	5 percent 1/1/86	Deferred increase negotiated 9/83 (CWD Nov. 1983); see CWD Jan. 1985.
County employees (clerical) Essex County, NJ International Brotherhood of Electrical Workers—1,100	5 percent 1/1/86	Deferred increase negotiated 10/20/85 (CWD Dec. 1985).
State employees (police) Pennsylvania Fraternal Order of Police (Ind.)—3,950	See next column	Correction: settlement terms listed on page 31 of the Sept. 1985 issue were not similar to the professional, administrative, fiscal listing but rather 2-year agreement negotiated 8/85 which provided $1,100 wage increases on 7/1/86 and 7/1/87; two steps added to longevity schedule for employees with 26 and 27 years of service effective 7/1/86, effective 7/1/87 one additional step for employees with 20 years service.
State employees (management, administrative, fiscal, clerical) Pennsylvania No union—4,350	See next column	Correction: employees are not represented by a union—the settlement reported in the Sept.1985 issue does not apply.
State employees (management, technical, engineering, scientific) Pennsylvania No union—1,150	See next column	Correction: employees are not represented by a union—the settlement reported in the Sept. 1985 issue does not apply.
Police Washington, DC Fraternal Order of Police (Ind.)—3,600	See next column 12/17/85	3-year agreement under arbitration decision issued on 12/17/85 provided: 4.5 percent wage increase retroactive to 10/1/84; 5 percent on 10/1/85 and 5.5 percent on 10/1/86; cost-of-living clause discontinued; established 3 percent differential for 2d shift and 4 percent for 3d; $2,410 per year hazardous pay (was $2,270) increasing to $2,610 on 10/1/85 and $2,710 on 10/1/86; established prepaid legal insurance with district paying $6 per month per employee; $850 month single coverage for dental insurance (was $6.50) and $18.25 for family (was $13); $600 per year optical insurance (was $475); first listing.
State employees (troopers-sergeants) Michigan Michigan State Police Association (Ind.)—1,750	4.44 percent 10/1/85	On 10/15/85, under a wage and benefit reopening of a 2 year agreement scheduled to expire on 9/30/86, the parties extended the agreement for 12 months and provided: 3 percent wage increase on 4/15/87; effective 10/1/85 recruits while in training received 45 percent of entry level salary and after 13 weeks receive full salary; effective 10/1/86, employees can retire after 25 years service with 62.5 percent of salary (was 50); first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
State employees (institutional mental health unit) Michigan State, County, and Municipal Employees—6,900	10 cents 9/30/85	20-month agreement negotiated 11/84 also provided: 40 cents 10/1/85, 10 cents 9/30/86, and 50 cents 10/1/86; health care cost containment provisions effective 10/1/85; first listing.
State employees (human services support) Michigan Service Employees International —1,200	31 cents across-the-board 20 cents equity adjustment for specified classifications retroactive to 10/1/85	34-month agreement negotiated 12/2/85 also provided: 22 cents across-the-board wage increase on 4/1/86, 20 cents equity wage increase and 5 percent across-the-board on 10/1/86, and 3 percent across-the-board on 10/1/87; established cost-containment provisions to include second opinions, precertification for hospital admissions, hospice care, and, an 10/1/86, audiology; first listing.
State employees (social services) Wisconsin State, County, and Municipal Employees—2,100	6 percent retroactive to 7/1/85	2-year agreement negotiated 12/5/85 also provided: 6 percent wage increase on 7/1/86; additional paid holiday Martin Luther King's birthday (total 12.5); effective 1/1/86, employees pay 1 percent into retirement plan (formerly, fully financed by State); and on 7/1/86 fully financed by State; see CWD July 1984.
State employees (registered nurses) Wisconsin American Nurses Association (Ind.)—1,100	See next column 12/5/85	2-year agreement negotiated 12/5/85 also provided: terms similar to Wisconsin social services employees listing above; first listing.
State employees (engineers) Wisconsin Engineers and Architects (Ind.) —1,000	See next column 12/5/85	2-year agreement negotiated 12/5/85 also provided: terms similar to Wisconsin social services employees listing above; first listing.
State employees (public safety, security) Wisconsin State, County and Municipal Employees—2,800	See next column 12/5/85	2-year agreement negotiated 12/5/85 also provided: terms similar to Wisconsin social services employees listing above; see CWD July 1984.
State employees (technical) Wisconsin State, County and Municipal Employees—4,800	See next column 12/5/85	2-year agreement negotiated 12/5/85 also provided: terms similar to Wisconsin social services employees listing above; see CWD July 1984.
City Police Milwaukee, WI Milwaukee Police Association (Ind.)—1,800	3.9 percent 1/1/86	Deferred increase negotiated 7/30/85 (CWD Nov 1985).
State employees (general supervisors) Minnesota Middle Management Association (Ind.)—2,600	1 percent 1/8/86	Deferred increase negotiated 9/85 (CWD Nov. 1985).
State employees (peace officers) California California Correctional Peace Officers' Association—9,800	4 percent 1/1/86	2-year agreement negotiated 8/85 also provided: additional 2½ percent to 5 percent for certain groups of employees on 1/1/86; 5 percent salary increase for all employees effective 7/1/86; 40 cents per hour night shift differential (was 35 cents); 380 hours maximum year-end carry over of vacation time (was 320); $400 year uniform allowance (was $350); $75 daily

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
		maximum business and travel expense (was $66); $125 month flight pay for those required to fly on noncommercial aircraft for an average of four hours flight time per month (was $85); $50 month bilingual pay (was $30); vision care plan established 7/1/86; first listing.
State employees (psychiatric technicians) California Communications Workers —7,700	6 percent retroactive to 7/1/85	2-year agreement negotiated 9/12/85 also provided: 2.5 percent salary increase for Senior Psychiatric Technicians effective 1/1/86; 5 percent salary increase for all employees 7/1/86; 35 cents per hour premium pay for P.M. shift, 6 p.m. to midnight (was 25 cents) and 30 cents for nocturnal shift, 12 midnight—6 A.M. (was 25); optical benefit plan established, effective 7/1/86; $158 month employer paid health benefit insurance for employees plus one dependent (was $167 month); first listing.
County employees (probation officers) Los Angeles County, CA State, County and Municipal Employees—2,250	2 percent retroactive to 9/1/85	29-month agreement negotiated 10/85 also provided: general wage increases of 3 percent on 1/1/86, 5 percent on 1/1/87 and 5 percent on 7/1/87; employees hired prior to 7/1/86 receive 12 days annual sick leave after 1 year of service and those hired later receive 10 days and reach parity (12 days) after 5 years of service; capped dental insurance at $12 per month (was $21), if in subsequent year cost increases more than 7 percent parties will meet and confer on additional funding; employer contribution to health insurance was modified as follows: $92 per month for single coverage effective 9/1/86 (now $90) increasing to $96 on 9/1/87, $184 per month effective 9/1/86 (now $180) for employee and one dependent, increasing to $192 on 9/1/87, $205 per month effective 9/1/86 (now $202.05) for employee and two or more dependents, increasing to $215 on 9/1/87; first listing.
County employees (firefighters) Los Angeles County, CA International Association of Firefighters—1,450	See next column 10/85	29-month agreement negotiated 10/85 also provided: terms similar to probation officers listing above; first listing.
County employees (supervisory peace officers) Los Angeles County, CA Professional Peace Officers Association (Ind.)—1,100	See next column 10/85	29-month agreement negotiated 10/85 also provided: terms similar to probation officers listing above; first listing.
County employees (supervisory office service) Los Angeles County, CA Service Employees International —1,500	3 percent 1/1/86	2-year agreement negotiated 10/85 also provided: 2 percent wage increase on 1/1/87 and 4.5 percent on 7/1/87; employees hired prior to 7/1/86 receive 12 days annual sick leave after 1 year of service and those hired later receive 10 days and reach parity (12 days) after 5 years of service; capped dental insurance at $12 per month (was $21) if in subsequent years cost increases more than 7 percent parties will meet and confer on additional funding; employer contribution to health insurance was modified as follows: $92 per month for single coverage effective 9/1/86 (now $90) increasing to $96 on 9/1/87, $184 per month effective 9/1/86 (now $180) for employee and one dependent increasing to $192 on 9/1/87, $205 per month effective 9/1/86 (now $202.05) for employee and two or more dependents increasing to $215 on 9/1/87; first listing.
County employees (administrative, technical) Los Angeles County, CA Service Employees—2,350	See next column 1/1/86	2-year agreement negotiated 10/85 also provided: terms similar to supervisory, office service listing above; first listing.
County employees (building custodians) Los Angeles County, Ca Service Employees—1,600	See next column 1/1/86	2-year agreement negotiated 10/85 also provided: terms similar to supervisory, office service listing above; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
County employees (supervisory artisans and blue collar) Los Angeles County, CA Service Employees—950	See next column 1/1/86	2-year agreement negotiated 10/85 also provided: terms similar to supervisory, office service listing above; first listing.
County employees (artisans and blue collar) Los Angeles County, CA Service Employees—2,800	See next column 1/1/86	2-year agreement negotiated 10/85 also provided: terms similar to supervisory, office service listing above; first listing.
County employees (clerical and technical) Sacramento, Ca Sacramento County Employees Association (Ind.)—1,200	1-2 percent inequity wage increase (varies with salary) 1/1/86	Deferred increase negotiated 9/85 (CWD Nov. 1985).

Table 1. Work stoppages involving 1,000 workers or more, 1947 to date[1]

Month and year	Number of stoppages		Workers involved		Days idle	
	Beginning in month or year	In effect during month or year	Beginning in month or year (thousands)	In effect during month or year (thousands)	Number (thousands)	Percent of estimated working time[2]
1947	270	-	1,629	-	25,720	
1948	245	-	1,435	-	26,127	0.22
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,160	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1,031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,567	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981	145	-	729	-	16,908	.07
1982	96	-	656	-	9,061	.04
1983	81	-	909	-	17,461	.08
1984	62	-	376	-	8,499	.04
1984: January	6	12	28.0	42.9	505.3	.03
February	3	13	9.4	42.4	379.5	.02
March	2	10	3.0	16.5	296.3	.01
April	7	13	28.5	38.4	657.3	.03
May	5	15	8.1	39.2	587.6	.03
June	5	14	23.7	45.9	761.1	.04
July	8	20	70.8	106.4	1,228.0	.06
August	5	19	24.2	103.9	1,634.5	.07
September	10	18	107.9	122.9	731.0	.04
October	4	16	18.0	39.6	562.1	.03
November	4	15	12.0	32.3	500.1	.03
December	3	13	42.5	59.0	655.8	.04
1985: January	2	9	4.7	16.0	278.3	.01
February	4	10	29.3	39.6	259.3	.01
March	4	12	15.2	48.2	698.5	.03
April	3	8	6.2	14.8	222.1	.01
May	2	8	6.9	15.1	236.6	.01
June	2	8	15.7	28.5	454.3	.02
July	9	13	50.1	56.9	476.5	.02
August	6	18	15.3	66.8	810.8	.04
September	11	20	69.5	93.9	863.8	.06
October	6	20	76.6	119.3	1,428.8	.04
November	3	13	26.2	47.0	688.2	.04
December	2	9	8.2	38.0	661.9	.03
1986p: January	4	7	7.6	12.0	170.0	.01

---

[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time: private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in " 'Total Economy' Measure of Strike Idleness," ***Monthly Labor Review***, October 1968, pp. 54-56.

p = preliminary.

Table 2. Work stoppages involving 1,000 workers or more during January 1986

Organization involved and location [1]	Beginning date	Ending date	Number of workers[2]	Days of idleness during January
Chicago Tribune Chicago, IL Chicago Pressmen, Mailers, and Typographical Union (Ind.)	7/18/85		1,000	21,000
George A. Hormel Company Austin, MI Food and Commercial Workers	8/10/85		1,700	35,700
Watsonville Canning and Frozen Food Warehouse and Robert A. Shaw Watsonville, CA Teamsters (Ind.)	9/9/85		1,700	35,700
Colt Industries, Firearms Division Hartford, CT Automobile Workers	1/24/86		1,100	5,500
Board of Education Oakland, CA Oakland Education Association (Ind.)	1/6/86	1/31/86	2,300	43,700
Produce Truckmen; Bronx/Brooklyn Terminal Markets and Salesmen Brooklyn and Bronx, NY Teamsters (Ind.)	1/16/86	1/26/86	1,000	6,000
Stoppages beginning in January:	3 stoppages		4,400	
Stoppages in effect in January:	6 stoppages		8,800	147,600

---

[1] Labor organizations are affiliated with AFL-CIO except where noted as independent (Ind.).

[2] The number of workers involved is rounded to the nearest hundred.

Major Agreements Expiring in March

Employer and location	Private industry	Labor organization[1]	Number of workers
Associated General Contractors, South Florida Chapter (Miami, FL)	Construction	Operating Engineers	1,500
Associated General Contractors, Houston Chapter and Construction Employers' Association of Texas (Texas)	Construction	Iron Workers	2,700
Builders Association of Missouri (Kansas City, MO)	Construction	Laborers	1,300
Associated Building Contractors of Northwestern Ohio (Ohio)	Construction	Carpenters	1,200
Associated General Contractors and others (Houston, TX)	Construction	Bricklayers	1,200
Builders Association of Missouri (Central and Eastern Missouri)	Construction	Laborers	1,200
Associated Contractors of Westchester, Inc. (New York)	Construction	Operating Engineers	1,300
Heavy Constructors Association of the Greater Kansas City Area (Missouri)	Construction	Laborers	3,100
Heavy Constructors Association of the Greater Kansas City Area (Missouri)	Construction	Operating Engineers	1,750
Heavy Contractors Association, Inc. (Omaha, NE)	Construction	Laborers	1,500
Michigan Distribution Contractors Association (Michigan)	Construction	Laborers	2,500
Gulf Coast Contractors and others (Beaumont, TX)	Construction	Plumbers	4,000
Houston Mechanical Contractors Association (Texas)	Construction	Sheet Metal Workers	1,500
Mechanical Contractors Association (Albuquerque, NM)	Construction	Plumbers	1,100
H.J. Heinz Co. (Interstate)	Food products	Food and Commercial Workers	2,800
Dairy Industry Industrial Relations Association (Southern California)	Food products	Teamsters (Ind.)	3,500
Loew's Theatres, Inc., Lorillard division (North Carolina)	Tobacco	Bakery, Confectionery and Tobacco Workers	2,050
Printing Industry of Metropolitan New York, Printers League section (New York)	Printing and publishing	Graphic Communications	3,000
Printing Industry of Metropolitan New York (New York)	Printing and publishing	Graphic Communications	2,000
North American Rayon Corp. (Tennessee)	Chemicals	Textile Workers	1,000
Rockwell International Corp. (Richland, WA)	Chemicals	Hanford Atomic Metal Trades Council	1,650
Exxon Co., USA division Exxon Corp. (Baton Rouge, LA)	Petroleum	Baton Rouge Oil and Chemical Workers (Ind.)	2,000
Owens-Illinois Inc. (Interstate)	Stone, clay, and glass products	Glass, Pottery and Plastics	8,600
Anchor Hocking Corp. (Interstate)	Stone, clay, and glass products	Glass, Pottery and Plastics	3,800
Thatcher Glass Co. (Interstate)	Stone, clay, and glass products	Glass. Pottery and Plastics	4,000
Brockway Glass Co. (Interstate)	Stone, clay, and glass products	Glass, Pottery and Plastics	7,000
Chattanooga Glass Manufacturing Co. (Interstate)	Stone, clay, and glass products	Glass, Pottery and Plastics	1,700
Indian Head Glass Co. (Interstate)	Stone, clay, and glass products	Glass, Pottery and Plastics	3,000
Glass Containers Corp. (Interstate)	Stone, clay, and glass products	Glass, Pottery and Plastics	3,600
American Can Co. (Interstate)	Fabricated metal products	Machinists	1,800
Continental Can Corp. (Interstate)	Fabricated metal products	Machinists	1,800
Wyman-Gordon Co. Inc. (Worcester, MA)	Fabricated metal products	Steelworkers	1,000
Rockwell International Corp., Collins Radio Group (Richardson, TX)	Electrical products	Electrical Workers (IUE)	2,100
Rockwell International Corp., Collins Radio Group (Cedar Rapids, IA)	Electrical products	Electrical Workers (IBEW)	3,600
Rockwell International Corp., Collins Radio Group (Newport Beach, CA)	Electrical products	Electrical Workers (IBEW)	1,400
Magic Chef Inc., Admiral division (Galesburg, IL)	Electrical products	Machinists	1,700
Volkswagen of America, Inc. (Pennsylvania)	Transportation equipment	Auto Workers	3,500
Xerox Corp. (Rochester, NY)	Instruments	Clothing and Textile Workers	3,250
Moving and storage industry of New York (New York, NY)	Trucking	Teamsters (Ind.)	1,100
General Telephone Co. of California (California)	Communications	Communications Workers	21,000
Virginia Electric and Power Co. (Virginia, West Virginia, North Carolina)	Utilities	Electrical Workers (IBEW)	4,600

See footnote at end of table.

Continued—Major Agreements Expiring in March

Employer and location	Private industry	Labor organization[1]	Number of workers
Cincinnati Gas and Electric Co. (Ohio)	Utilities	Independent Utilities Union (Ind.)	1,200
Southern California Gas Co. (California)	Utilities	Utility Workers	7,100
Retail Joint Council, Philadelphia area (Interstate)	Retail trade	Food and Commercial Workers	1,800
Chain and independent food stores (Minneapolis, MN)	Retail trade	Food and Commercial Workers	7,500
Chain and independent food stores (St. Paul, MN)	Retail trade	Food and Commercial Workers	2,600
Hyatt Hotels (California)	Restaurants	Hotel Employees and Restaurant Employees	1,000
Bronx Realty Advisory Board (New York, NY)	Real estate	Service Employees	3,300
Yosemite Park and Curry Co. (Yosemite, CA)	Hotels	Service Employees	1,200
Greater New York Health Care Facilities Association, Inc. (New York, NY)	Hospitals	Service Employees	15,000
Health Employers Inc., service and maintenance	Hospitals	Service Employees	4,400
Appalachian Regional Hospitals, Inc. (Interstate)	Hospitals	Steelworkers	2,000

		Government activity	Labor organization[1]	Number of workers
Massachusetts:	Commonwealth units 2, 4, 8, 10	Multidepartments	State, County and Municipal Employees, Service Employees	28,000
	Wrentham State Mental and Physical Handicap School, professionals	Education	State, County and Municipal Employees	1,950
Michigan:	Michigan State University, graduate student teachers	Education	Teachers	1,600
Pennsylvania:	Southeastern Pennsylvania Transportation Authority	Transportation	Transport Workers	5,000
Wisconsin:	Milwaukee City School District	Education	State, County and Municipal Employees	1,950

[1] Affiliated with AFL–CIO except where noted as independent (Ind.).

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars are current earnings adjusted for price changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance, and Social Security.

The index covers all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981 = 100), for most of the current series. Compensation indexes begin in December 1979 for white-collar, blue-collar, and service workers, for goods-producing and service-producing industries, for manufacturing and nonmanufacturing, and for workers by bargaining status and by area size. Within the bargaining status series, compensation data for goods-producing and service-producing industries and for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during the reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those deferred from earlier negotiations, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for compensation). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Data relate to the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective date of

agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while compensation changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover or establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$4.86	$5.25	$5.69,	$6.16	$6.66	$7.25	$7.68	$8.02	$8.33	$8.58
1977 dollars	5.18	5.25	5.29	5.14	4.89	4.83	4.83	4.89	4.91	-
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	175.45	189.00	203.70	219.91	235.10	255.20	267.26	280.70	294.05	301.16
1977 dollars	186.85	189.00	189.31	183.41	172.74	170.13	168.09	171.26	173.48	-
Indexes										
Average hourly compensation:										
All persons, business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	119.1	131.5	143.7	154.9	161.5	167.8	174.5
1977 dollars	98.7	100.0	100.8	99.4	96.7	95.7	97.3	98.2	97.9	98.3
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	118.7	131.0	143.3	154.4	161.7	167.5	173.6
1977 dollars	98.0	100.0	100.8	99.1	96.3	95.5	96.9	98.3	97.7	97.8
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.7	165.5
1977 dollars	99.0	100.0	100.5	97.4	93.5	92.6	93.4	94.9	94.8	94.3

[1] Production or nonsupervisory workers.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1985												
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.p	Jan.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$8.50	$8.52	$8.52	$8.54	$8.53	$8.56	$8.54	$8.54	$8.68	$8.65	$8.68	$8.72	$8.74
1977 dollars	4.93	4.93	4.90	4.89	4.87	4.87	4.86	4.85	4.91	4.89	4.88	4.89	–
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	294.95	294.79	298.20	298.05	298.55	303.02	301.46	302.32	305.54	303.62	302.93	307.82	303.28
1977 dollars	171.28	170.50	171.68	170.80	170.50	172.56	171.48	171.68	173.01	171.54	170.47	172.74	–
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	163.7	164.3	164.3	164.7	164.8	165.2	165.1	165.1	167.0	166.5	167.3	168.4	168.4
1977 dollars	95.1	95.0	94.6	94.4	94.1	94.1	93.9	93.8	94.6	94.1	94.1	94.5	–
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$8.44	$8.49	$8.52	$8.54	$8.55	$8.59	$8.57	$8.60	$8.65	$8.64	$8.67	$8.74	$8.68
1977 dollars	4.89	4.90	4.90	4.89	4.89	4.90	4.89	4.89	4.91	4.90	4.88	4.90	–
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	296.24	298.00	299.90	298.90	300.11	301.51	299.95	301.86	303.62	303.26	303.45	306.77	304.67
1977 dollars	171.73	172.15	172.46	171.19	171.59	172.00	171.01	171.80	172.51	171.82	170.96	171.96	–
Indexes													
Average hourly compensation (quarterly data):													
All persons, business sector:													
Current dollars (1977 = 100)	–	171.9	–	–	173.5	–	–	175.4	–	–	177.2	–	–
1977 dollars	–	98.2	–	–	98.1	–	–	98.6	–	–	98.6	–	–
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	–	171.5	–	–	173.1	–	–	174.2	–	–	175.7	–	–
1977 dollars	–	97.9	–	–	97.8	–	–	97.9	–	–	97.7	–	–
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	163.0	164.0	164.4	164.8	164.9	165.7	165.4	165.7	166.7	166.7	167.1	168.3	167.7
1977 dollars	94.5	94.7	94.5	94.4	94.3	94.5	94.3	94.3	94.7	94.3	94.2	94.3	–

[1] Production or nonsupervisory workers.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985p
In dollars											
Average hourly earnings, private nonfarm economy	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.33	$8.58
Mining	5.95	6.46	6.94	7.67	8.49	9.17	10.04	10.77	11.28	11.63	11.95
Contract construction	7.31	7.71	8.10	8.66	9.27	9.94	10.82	11.63	11.94	12.12	12.26
Manufacturing	4.83	5.22	5.68	6.17	6.70	7.27	7.99	8.49	8.83	9.18	9.52
Transportation and public utilities	5.88	6.45	6.99	7.57	8.16	8.87	9.70	10.32	10.79	11.11	11.38
Wholesale trade	4.73	5.03	5.39	5.88	6.39	6.96	7.56	8.09	8.55	8.96	9.27
Retail trade	3.36	3.57	3.85	4.20	4.53	4.88	5.25	5.48	5.74	5.88	5.97
Finance, insurance and real estate	4.06	4.27	4.54	4.89	5.27	5.79	6.31	6.78	7.29	7.62	7.94
Services	4.02	4.31	4.65	4.99	5.36	5.85	6.41	6.92	7.31	7.64	7.95
Indexes, 1977 = 100											
Hourly Earnings Index, private nonfarm economy[1]	86.7	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.7	165.5
Mining	85.4	92.5	100.0	112.2	122.9	134.2	148.2	158.9	166.7	173.8	178.8
Contract construction	90.3	95.1	100.0	106.7	114.1	121.9	132.0	141.2	145.6	148.0	149.8
Manufacturing	85.9	92.5	100.0	108.3	117.6	129.4	141.9	152.4	157.9	162.8	168.6
Transportation and public utilities	84.3	92.2	100.0	108.2	116.8	127.2	139.4	148.8	156.6	161.7	166.0
Wholesale trade	87.7	93.3	100.0	109.1	118.6	129.0	139.9	149.7	158.2	165.7	171.2
Retail trade	87.0	92.7	100.0	109.1	117.7	127.2	137.0	143.4	150.2	153.9	156.1
Finance, insurance, and real estate	89.2	94.0	100.0	107.6	116.0	127.0	138.1	148.3	158.7	165.6	171.7
Services	86.5	92.9	100.0	107.4	115.1	125.5	137.3	147.9	156.0	162.9	169.3

[1] Production or nonsupervisory workers.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1985												1986
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.p	Jan.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$8.50	$8.52	$8.52	$8.54	$8.53	$8.56	$8.54	$8.54	$8.68	$8.65	$8.68	$8.72	$8.74
Mining	11.86	11.90	11.91	11.93	11.86	11.99	11.88	11.95	12.00	11.95	12.02	12.20	12.25
Contract construction	12.30	12.33	12.22	12.21	12.19	12.12	12.16	12.22	12.40	12.36	12.22	12.43	12.31
Manufacturing	9.43	9.43	9.45	9.48	9.48	9.50	9.53	9.48	9.55	9.54	9.61	9.72	9.69
Transportation and public utilities	11.26	11.27	11.24	11.27	11.24	11.32	11.35	11.40	11.52	11.46	11.57	11.61	11.60
Wholesale trade	9.16	9.22	9.19	9.24	9.24	9.28	9.27	9.25	9.33	9.25	9.32	9.41	9.30
Retail trade	5.97	5.99	5.97	5.96	5.97	5.94	5.93	5.91	5.99	5.97	6.00	5.99	6.05
Finance, insurance, and real estate	7.77	7.87	7.87	7.85	7.83	7.95	7.87	7.90	8.03	8.00	8.05	8.14	8.13
Services	7.84	7.87	7.87	7.89	7.88	7.91	7.86	7.87	8.04	8.04	8.10	8.18	8.19
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	163.7	164.3	164.3	164.7	164.8	165.2	165.1	165.1	167.0	166.5	167.3	168.4	168.4
Mining	177.4	178.4	177.8	178.6	177.9	178.9	178.8	178.8	179.3	178.7	180.0	181.5	181.2
Contract construction	149.4	149.9	148.8	149.2	149.3	148.4	148.9	149.8	151.8	151.2	149.0	151.1	149.6
Manufacturing	166.8	167.0	167.3	167.9	168.2	168.5	169.1	168.6	169.3	169.3	170.2	171.2	171.5
Transportation and public utilities	164.3	164.7	164.8	164.5	164.2	165.1	165.0	165.9	168.3	167.5	169.3	170.0	169.8
Wholesale trade	169.2	170.2	169.9	170.7	170.7	171.3	171.1	170.7	172.3	171.0	172.2	173.8	173.3
Retail trade	155.1	155.9	155.8	156.1	156.6	156.0	155.7	155.3	157.3	156.4	156.9	156.8	157.4
Finance, insurance, and real estate	168.2	170.2	170.3	170.0	169.8	172.1	170.5	171.2	173.8	173.0	174.2	176.1	176.0
Services	166.6	167.2	167.4	168.0	167.8	168.8	167.8	168.2	171.5	171.1	172.4	174.0	174.0
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$8.44	$8.49	$8.52	$8.54	$8.55	$8.59	$8.57	$8.60	$8.65	$8.64	$8.67	$8.74	$8.68
Mining[2]	11.86	11.90	11.91	11.93	11.86	11.99	11.88	11.95	12.00	11.95	12.02	12.20	12.25
Contract construction	12.20	12.27	12.22	12.26	12.25	12.23	12.23	12.26	12.30	12.26	12.28	12.37	12.21
Manufacturing	9.38	9.41	9.43	9.48	9.49	9.51	9.53	9.56	9.56	9.58	9.61	9.66	9.63
Transportation and public utilities	11.21	11.25	11.27	11.30	11.31	11.40	11.36	11.41	11.49	11.44	11.50	11.56	11.54
Wholesale trade	9.09	9.20	9.23	9.22	9.24	9.32	9.27	9.27	9.32	9.26	9.34	9.41	9.32
Retail trade	5.92	5.94	5.95	5.94	5.96	5.94	5.95	5.96	6.00	5.99	6.00	6.03	6.00
Finance, insurance, and real estate[2]	7.77	7.87	7.87	7.85	7.83	7.95	7.87	7.90	8.03	8.00	8.05	8.14	8.13
Services	7.74	7.81	7.86	7.88	7.89	7.97	7.94	7.97	8.03	8.08	8.08	8.15	8.08
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	163.0	164.0	164.4	164.8	164.9	165.7	165.4	165.7	166.7	166.4	167.1	168.3	167.7
Mining[2]	177.4	178.4	177.8	178.6	177.9	178.9	178.8	178.8	179.3	178.7	180.0	181.5	181.2
Contract construction	149.2	150.8	149.9	150.4	150.0	149.3	149.1	149.4	150.0	149.4	148.9	150.7	149.5
Manufacturing	166.3	166.9	167.4	167.9	168.4	168.6	169.0	169.3	169.1	169.4	170.1	170.8	170.9
Transportation and public utilities	163.5	164.2	165.4	165.0	165.0	166.6	166.0	166.1	167.3	167.0	168.1	169.4	169.0
Wholesale trade[2]	169.2	170.2	169.9	170.7	170.7	171.3	171.1	170.8	172.3	171.0	172.2	173.8	173.3
Retail trade	154.5	155.4	155.5	155.6	155.9	155.9	155.8	155.3	157.2	156.7	157.4	158.0	156.8
Finance, insurance, and real estate[2]	168.2	172.2	170.3	170.0	169.8	172.1	170.5	171.2	173.8	173.0	174.2	176.1	176.0
Services	164.9	166.2	167.2	167.8	167.6	169.8	169.0	169.6	171.5	171.1	172.1	173.8	172.3

[1] Production or nonsupervisory workers.

[2] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1983		1984				1985			
	III	IV	I	II	III	IV	I	II	III	IVp
Average hourly compensation:										
All persons, business sector	3.2	3.5	3.7	3.7	4.3	3.8	3.6	4.0	4.1	4.1
All employees, nonfarm business sector:										
Current dollars	3.9	3.7	3.4	3.5	3.9	3.6	3.7	3.7	3.5	3.6
1977 dollars	1.3	0.4	-1.1	-0.8	-0.3	-0.4	0.1	0.1	0.2	0.1
Average hourly earnings, private nonfarm economy[1]	4.1	4.4	4.2	4.1	4.0	3.4	3.1	3.1	2.9	3.1
Mining[2]	3.6	3.9	3.5	3.7	3.2	2.0	2.7	2.6	2.5	3.6
Contract construction	2.2	1.5	1.1	1.8	1.7	1.4	1.5	1.0	1.0	1.1
Manufacturing	3.5	4.3	4.3	4.1	4.0	3.8	3.7	3.9	3.6	3.3
Transportation and public utilities	4.0	3.8	3.1	2.9	3.4	2.4	2.2	2.3	2.4	2.8
Wholesale trade	5.3	5.5	5.1	4.9	4.9	4.3	4.2	4.0	3.1	2.6
Retail trade	4.8	4.2	3.4	2.7	1.9	1.8	1.7	1.4	1.5	1.5
Finance, insurance, and real estate[2]	6.6	6.2	4.9	4.5	4.9	4.0	3.9	3.9	3.8	4.4
Services	5.0	4.9	4.7	4.5	4.5	4.2	3.8	4.0	3.9	4.3
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	4.1	4.0	3.6	3.5	3.4	3.1	3.1	3.1	2.9	3.0
1977 dollars	1.6	1.1	-.1	4	-.1	-.4	-.4	-1.0	-.2	-.3
Mining[2]	4.3	4.2	4.3	4.6	4.4	3.9	3.7	3.1	2.4	2 3
Contract construction	2.6	2.0	1.6	2.0	1.7	1.3	1.8	1.2	1.1	1.1
Manufacturing	2.7	2.8	2.8	3.2	3.4	3.3	3.7	3.8	3.5	3.3
Transportation and public utilities	4.7	4.3	3.5	3.3	3.4	2.9	2.6	2.6	2.7	3.0
Wholesale trade[2]	5.3	5.5	5.2	4.8	4.7	4.2	4.0	3.8	2.9	2.5
Retail trade	4.8	4.4	3.6	2.8	1.9	1.7	1.5	1.3	1.5	1.6
Finance, insurance, and real estate[2]	6.2	5.9	4.7	4.4	4.6	3.6	3.3	3.5	3.4	4.2
Services	5.0	4.8	4.6	4.4	4.4	4.0	3.7	3.9	3.8	4.3
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	4.9	5.8	5.7	5.1	4.7	3.5	2.6	2.3	2.3	2.7
1977 dollars	2.4	2.8	1.9	2.0	1.1	-.1	-.9	-1.6	-.8	-.5

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

r = revised.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1983				1984				1985			
	I	II	III	IV	I	II	III	IV	I	II	III	IVp
Average hourly compensation:												
All persons, business sector	4.4	2.2	2.0	6.1	6.2	1.9	4.4	4.4	4.8	3.3	5.4	–
All employees, nonfarm business sector:												
Current dollars	5.6	3.1	2.0	4.2	4.4	3.5	3.5	3.1	4.7	3.7	2.8	3.4
1977 dollars	5.2	-1.3	-2.2	0.1	-0.9	-0.2	-0.2	-0.4	1.3	-0.5	0.4	-0.7
Average hourly earnings, private nonfarm economy[1]	4.9	4.1	3.4	5.2	4.0	3.6	3.1	2.7	2.9	3.7	2.2	3.6
Mining[2]	7.7	.1	3.0	3.8	6.2	1.7	.9	-.7	9.0	1.2	.6	3.9
Contract construction	3.3	-.2	.7	2.4	1.7	2.5	.4	.9	2.1	5	.5	1.3
Manufacturing	4.6	3.6	3.9	5.1	4.5	3.0	3.5	4.3	4.1	3.7	2.4	2.8
Transportation and public utilities	5.8	3.5	.7	5.0	3.0	2.8	2.8	1.2	1.9	3.4	3.0	2.8
Wholesale trade	5.3	5.9	4.6	6.4	3.7	4.8	4.6	4.2	3.4	3.8	1.2	2.2
Retail trade	4.9	4.6	4.3	3.3	1.6	1.6	1.1	2.7	1.1	.7	1.6	2.5
Finance, insurance and real estate[2]	9.8	3.6	1.8	7.5	6.8	2.1	3.2	4.1	6.2	2.1	2.9	6.7
Services	5.0	5.7	4.1	4.8	4.4	4.9	4.1	3.5	2.8	5.8	3.4	5.5
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	5.1	3.6	2.9	4.3	3.6	3.3	2.6	3.0	3.5	3.2	2.0	3.3
1977 dollars	5.1	-.7	-1.0	1.1	1.4	1.2	2.8	-.3	.4	-.9	.2	–
Mining[2]	4.7	2.5	5.1	4.5	5.0	3.8	4.2	2.6	4.4	1.4	1.2	2.5
Contract construction	5.0	.5	.2	2.4	3.3	2.1	-.8	.6	5.2	-.1	-1.2	.5
Manufacturing	4.1	1.7	2.2	3.5	3.9	3.2	3.0	3.3	5.2	3.5	2.0	2.3
Transportation and public utilities	6.9	3.8	1.5	4.9	3.9	2.8	2.0	2.9	2.7	2.9	2.3	4.1
Wholesale trade[2]	5.9	5.2	4.8	6.3	4.5	3.8	4.4	4.0	3.9	2.7	1.2	2.2
Retail trade	4.4	5.7	4.0	3.5	1.4	2.3	.6	2.5	.5	1.7	1.2	2.9
Finance, insurance, and real estate[2]	11.8	3.1	2.3	6.9	6.7	2.0	2.9	3.0	5.4	2.5	2.8	6.2
Services	4.0	5.9	4.3	5.2	3.2	5.0	4.2	3.6	2.1	5.7	3.8	5.5
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	5.7	6.1	4.2	6.8	5.6	4.0	2.3	2.0	2.1	2.9	2.2	3.6
1977 dollars	5.8	1.7	.2	3.5	2.3	1.9	-3.1	-1.3	-.9	-1.2	.4	-.4

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985												1986
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.p	Jan.p
Average hourly earnings, private nonfarm economy[1]	2.8	3.2	3.3	2.9	3.1	3.2	2.6	3.0	3.0	3.1	3.0	3.2	2.8
Mining[2]	2.5	3.2	2.3	2.3	2.1	3.2	2.1	2.8	2.4	3.2	3.4	4.3	3.3
Contract construction	1.1	2.1	1.2	1.3	.9	.7	.8	1.0	1.2	1.0	1.0	1.4	.1
Manufacturing	3.8	3.7	3.6	3.9	3.9	3.8	3.7	3.7	3.5	3.2	3.2	3.3	2.7
Transportation and public utilities	1.8	2.6	2.2	2.1	2.3	2.6	1.8	2.5	2.8	2.5	2.9	2.9	2.9
Wholesale trade	3.6	4.7	4.4	3.7	4.1	4.3	3.2	3.2	3.0	2.8	2.8	2.4	2.5
Retail trade	1.4	1.9	1.7	1.4	1.7	1.2	1.2	1.5	1.9	1.5	1.2	1.7	1.4
Finance, insurance, and real estate[2]	2.9	4.4	4.4	3.0	3.7	4.9	3.6	4.4	3.5	4.3	4.4	4.6	4.6
Services	3.3	4.0	4.1	3.5	4.0	4.6	3.5	4.0	4.0	4.3	4.4	4.4	4.4
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	2.8	3.3	3.2	2.9	3.1	3.2	2.7	3.0	3.0	3.0	3.0	3.0	2.9
1977 dollars	-.4	-.2	-.6	-1.2	-.8	-.8	-1.0	.1	.5	.2	-.4	-.5	–
Mining	3.6	4.4	3.2	3.2	3.0	3.1	2.5	2.7	2.0	2.3	2.2	2.6	2.1
Contract construction	1.3	2.4	1.7	1.7	1.1	-.8	-.7	1.1	1.4	1.1	.9	1.2	.2
Manufacturing	3.6	3.7	3.7	3.8	3.8	3.7	3.7	3.5	3.4	3.2	3.3	3.3	2.8
Transportation and public utilities	2.1	2.8	2.9	2.4	2.6	2.9	2.2	2.8	3.1	2.5	3.2	3.2	3.4
Wholesale trade	3.4	4.4	4.2	3.5	3.9	3.9	3.0	3.1	2.7	2.6	2.6	2.3	2.4
Retail trade	1.3	1.5	1.5	1.1	1.6	1.2	1.1	1.4	2.0	1.7	1.4	1.6	1.5
Finance, insurance, and real estate	2.4	3.8	3.7	2.6	3.4	4.4	3.1	4.0	3.3	4.0	4.2	4.4	4.6
Services	3.2	3.9	4.0	3.5	3.7	4.4	3.3	4.0	4.0	4.3	4.3	4.2	4.5
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	2.2	2.3	3.3	1.7	2.6	2.7	1.8	2.7	2.4	2.8	2.4	3.0	2.8
1977 dollars	-.9	-1.1	-.6	-2.3	-1.3	-1.3	-1.9	-.2	-.2	(3)	-1.0	-.1	–

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985												1986
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.p	Jan.p
Average hourly earnings, private nonfarm economy[1]	2.2	3.4	2.9	3.9	3.1	2.9	3.1	2.6	3.1	2.4	2.8	3.5	2.6
Mining[2]	4.0	4.9	3.3	6.1	4.0	5.0	.3	.8	1.5	.3	2.7	3.5	6.3
Contract construction	1.2	2.2	1.2	2.0	1.5	.5	.5	−.2	1.3	0.0	.5	2.3	−.3
Manufacturing	4.2	4.2	4.2	4.4	3.9	3.5	3.2	3.2	2.8	2.1	2.5	3.2	2.1
Transportation and public utilities	.9	2.2	1.6	2.5	2.3	3.1	2.7	2.9	3.9	2.5	3.4	2.8	3.2
Wholesale trade	2.5	5.0	4.0	4.7	3.3	2.8	4.0	1.5	2.0	.9	2.2	1.9	1.1
Retail trade	1.4	2.4	2.0	1.4	1.0	.3	1.0	.7	1.7	1.7	1.3	3.1	1.7
Finance, insurance, and real estate[2]	4.5	8.1	2.9	4.7	3.1	4.4	2.6	.8	4.1	3.9	5.7	4.8	6.7
Services	1.8	4.0	3.7	4.7	3.9	4.1	5.2	4.1	4.4	3.8	4.9	4.6	3.6
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	2.5	4.1	3.3	4.0	3.2	2.8	3.0	2.1	2.8	2.0	2.8	3.3	2.8
1977 dollars	−1.5	1.2	.6	.6	−.5	−.8	−.4	−0.9	.3	−.2	−2	−.3	–
Mining[2]	4.9	2.1	4.4	1.9	2.3	1.6	.4	1.8	([3])	.2	2.5	2.9	2.6
Contract construction	1.8	4.2	2.7	3.7	3.3	.6	−.2	−1.9	.1	−1.4	−1.5	1.8	.6
Manufacturing	3.9	4.2	4.7	4.7	4.5	3.9	3.4	2.9	2.0	1.8	2.0	2.6	2.2
Transportation and public utilities	1.4	3.2	3.9	2.7	2.6	3.1	3.1	2.4	2.3	2.4	3.8	3.3	3.6
Wholesale trade[2]	3.8	5.5	2.5	4.7	3.4	1.8	2.2	.8	2.9	.4	1.8	2.9	2.6
Retail trade	.5	2.3	1.9	2.1	1.0	.3	1.7	.5	2.2	1.4	1.8	2.8	1.2
Finance, insurance, and real estate[2]	3.4	6.9	2.4	4.5	3.2	4.1	2.7	1.2	2.9	3.6	5.2	4.7	6.5
Services	.7	3.9	2.9	4.6	3.3	3.8	4.9	4.1	5.2	3.9	5.4	4.7	4.0
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	1.0	2.8	2.3	2.7	2.5	2.3	2.5	2.6	2.5	2.9	2.2	3.5	3.2
1977 dollars	−2.9	([3])	−.4	−.7	−1.2	−1.3	−.8	−.4	.1	.7	−.7	([3])	–

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than -0.05.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 9. Employment Cost Index by occupation and industry group[1]
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985
Civilian workers[2]	123.9	128.4	129.2	1.2	1.6	0.6	5.2	4.9	4.3
Workers, by occupational group									
White-collar workers	125.5	130.7	131.6	1.2	1.9	.7	5.6	5.5	4.9
Blue-collar workers	120.9	124.4	124.9	1.1	1.1	.4	4.4	4.0	3.3
Service workers	126.8	130.9	131.8	1.8	2.3	.7	6.5	5.1	3.9
Workers, by industry division									
Goods-producing[3]	121.4	124.9	125.5	1.1	.8	.5	4.7	4.0	3.4
Manufacturing	122.0	125.5	126.0	1.3	.7	.4	5.2	4.2	3.3
Service-producing[4]	125.5	130.7	131.5	1.3	2.2	.6	5.6	5.5	4.8
Services	130.9	136.4	137.1	1.6	2.9	.5	6.8	5.9	4.7
Health services	–	–	–	–	1.6	.3	–	–	–
Public administration[5]	128.6	134.2	134.8	1.3	3.0	.4	5.9	5.8	4.8
Nonmanufacturing	124.8	129.7	130.6	1.2	2.0	.7	5.2	5.2	4.6
Private industry workers[6]	122.7	126.8	127.5	1.3	1.3	.6	4.9	4.7	3.9
Workers, by occupational group									
White-collar workers	123.9	128.8	129.8	1.2	1.3	.8	5.1	5.2	4.8
Blue-collar workers	120.6	124.0	124.4	1.1	1.0	.3	4.2	3.9	3.2
Service workers	125.9	128.8	129.5	2.0	1.8	.5	6.6	4.5	3.0
Workers, by industry division									
Goods-producing[3]	121.2	124.6	125.3	1.1	.6	.6	4.6	3.9	3.4
Service-producing[4]	123.9	128.7	129.4	1.4	1.8	.5	5.1	5.3	4.4
State and local government workers	130.1	136.5	137.5	1.0	3.4	.7	6.6	6.0	5.7
Workers, by occupational group									
White-collar workers	131.1	137.6	138.6	1.1	3.5	.7	6.9	6.1	5.7
Blue-collar workers	125.9	131.9	132.7	.7	2.6	.6	5.6	5.5	5.4
Workers, by industry division									
Services	131.3	137.9	139.1	1.1	3.5	.9	7.1	6.2	5.9
Hospitals and other services[7]	129.2	134.1	135.2	1.0	2.0	.8	5.4	4.8	4.6
Health services	–	–	–	–	2.7	.6	–	–	–
Schools	132.0	139.1	140.3	1.1	4.0	.9	7.7	6.5	6.3
Elementary and secondary	133.5	140.9	142.0	1.1	4.7	.8	7.7	6.7	6.4
Public administration[5]	128.6	134.2	134.8	1.3	3.0	.4	5.9	5.8	4.8

– Data not available.

NOTE: See footnotes after table 14.

WAGES AND SALARIES

Table 10. Employment Cost Index for wages and salaries only, by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985
Civilian workers[2]	121.7	126.3	127.0	1.2	1.7	0.6	4.5	5.0	4.4
Workers, by occupational group									
White-collar workers	123.5	128.8	129.8	1.1	1.9	.8	4.7	5.4	5.1
Blue-collar workers	118.2	122.0	122.3	1.0	1.2	.2	3.7	4.3	3.5
Service workers	124.3	128.0	128.6	1.6	2.2	.5	5.9	4.7	3.5
Workers, by industry division									
Goods-producing[3]	118.8	122.5	123.1	1.0	.8	.5	3.8	4.2	3.6
Manufacturing	119.5	123.2	123.8	1.3	.7	.5	4.4	4.4	3.6
Service-producing[4]	123.4	128.6	129.4	1.1	2.2	.6	4.8	5.4	4.9
Services	128.9	134.2	134.8	1.3	2.8	.4	6.3	5.5	4.6
Health services	–	–	–	–	1.4	.2	–	–	–
Public administration[5]	125.7	131.4	132.0	1.0	3.3	.5	5.3	5.6	5.0
Nonmanufacturing	122.6	127.6	128.4	1.1	2.1	.6	4.4	5.2	4.7
Private industry workers[6]	120.6	124.9	125.6	1.2	1.3	.6	4.1	4.8	4.1
Workers, by occupational group									
White-collar workers	122.3	127.3	128.3	1.2	1.4	.8	4.4	5.3	4.9
Blue-collar workers	118.0	121.7	122.0	1.1	1.2	.2	3.6	4.3	3.4
Service workers	123.7	126.3	126.6	2.1	1.5	.2	6.2	4.2	2.3
Workers, by industry division									
Goods-producing[3]	118.7	122.3	122.9	1.0	.7	.5	3.8	4.1	3.5
Service-producing[4]	122.1	127.0	127.8	1.2	1.8	.6	4.4	5.3	4.7
State and local government workers	127.1	133.2	134.2	.8	3.6	.8	5.9	5.6	5.6
Workers, by occupational group									
White-collar workers	128.0	134.3	135.5	.7	3.6	.7	6.1	5.7	5.7
Blue-collar workers	122.5	127.9	128.4	.5	2.7	.4	4.8	4.9	4.8
Workers by industry division									
Services	128.1	134.5	135.6	.7	3.7	.8	6.2	5.7	5.9
Hospitals and other services[7]	125.9	130.2	130.9	.6	1.7	.5	4.4	4.1	4.0
Health services	–	–	–	–	2.6	.3	–	–	–
Schools	128.7	135.8	137.0	.7	4.3	.9	6.7	6.3	6.4
Elementary and secondary	130.2	137.5	138.5	7	4.9	.7	7.0	6.3	6.4
Public administration[5]	125.7	131.4	132.0	1.0	3.3	.5	5.3	5.6	5.0

– Data not available.

NOTE: See footnotes after table 14.

Table 11. Employment Cost Index, private industry workers,[2] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985
Private industry workers[1]	122.7	126.8	127.8	1.3	1.3	0.6	4.9	4.7	3.9
Workers, by occupational group									
White-collar workers	123.9	128.8	129.8	1.2	1.3	.8	5.1	5.2	4.8
Excluding sales workers	125.5	129.8	130.4	1.2	1.3	.5	5.6	4.7	3.9
Blue-collar workers	120.6	124.0	124.4	1.1	1.0	.3	4.2	3.9	3.2
Service workers	125.7	128.8	129.5	2.0	1.8	.5	6.6	4.5	3.0
Workers, by industry division									
Goods-producing[3]	121.2	124.6	125.3	1.1	.6	.6	4.6	3.9	3.4
Manufacturing	122.0	125.5	126.0	1.3	.7	.4	5.2	4.2	3.3
Service-producing[4]	123.9	128.7	129.4	1.4	1.8	.5	5.1	5.3	4.4
Transportation and public utilities	–	–	–	–	1.4	.4	–	–	–
Transportation	–	–	–	–	1.4	.0	–	–	–
Public utilities	–	–	–	–	1.7	.9	–	–	–
Wholesale and retail trade	–	–	–	–	1.2	.7	–	–	–
Finance, insurance and real estate	–	–	–	–	1.9	1.6	–	–	–
Services	–	–	–	–	2.3	.3	–	–	–
Health services	–	–	–	–	1.2	.3	–	–	–
Nonmanufacturing	123.1	127.6	128.4	1.2	1.6	.6	4.8	4.9	4.3

– Data not available.

NOTE: See footnotes after table 14.

Table 12. Employment Cost Index for wages and salaries, private industry workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985
Private industry workers[1]	120.6	124.9	125.6	1.2	1.3	0.6	4.1	4.8	4.1
Excluding sales workers	121.5	125.5	125.9	1.3	1.3	.3	4.6	4.6	3.6
Workers, by occupational group									
White-collar workers	122.3	127.3	128.3	1.2	1.4	.8	4.4	5.3	4.9
Excluding sales workers	124.4	128.8	129.4	1.2	1.3	.5	5.1	4.8	4.0
Professional and technical workers	127.3	131.2	131.5	1.7	1.9	.2	5.7	4.8	3.3
Managers and administrators	122.2	127.7	128.4	1.0	.9	.5	5.6	5.5	5.1
Salesworkers	111.6	119.3	122.5	1.0	1.6	2.7	.4	8.0	9.8
Clerical workers	122.9	127.1	127.9	.7	1.2	.6	3.9	4.2	4.1
Blue-collar workers	118.0	121.7	122.0	1.1	1.2	.2	3.6	4.3	3.4
Craft and kindred workers	119.4	123.7	123.8	1.2	1.4	.1	3.5	4.8	3.7
Operatives, except transport	117.9	121.1	121.6	1.1	.8	.4	3.8	3.9	3.1
Transport equipment operatives	114.0	117.7	117.8	.5	1.7	.1	3.4	3.8	3.3
Nonfarm laborers	115.9	118.6	119.8	1.0	.1	1.0	3.4	3.4	3.4
Service workers	123.7	126.3	126.6	2.1	1.5	.2	6.2	4.2	2.3
Workers, by industry division									
Goods-producing[2]	118.7	122.3	122.9	1.0	.7	.5	3.8	4.1	3.5
Construction	114.4	117.3	117.9	.1	.6	.5	1.3	2.6	3.1
Manufacturing	119.5	123.2	123.8	1.3	.7	.5	4.4	4.4	3.6
Durables	119.1	122.7	123.4	1.2	.6	.6	4.1	4.2	3.6
Nondurables	120.2	124.0	124.6	1.3	1.1	.5	4.9	4.6	3.7
Service producing[3]	122.1	127.0	127.8	1.2	1.8	.6	4.4	5.3	4.7
Transportation and public utilities	20.7	124.8	125.2	.7	1.6	.3	3.3	4.1	3.7
Tranportation	–	–	–	–	1.5	–.5	–	–	–
Public utilities	–	–	–	–	1.7	1.0	–	–	–
Wholesale and retail trade	118.1	122.7	123.7	1.4	1.3	.8	5.2	5.3	4.7
Wholesale trade	122.9	127.7	128.3	1.8	.7	.5	5.5	5.8	4.4
Retail trade	116.2	120.8	121.9	1.1	1.6	.9	5.1	5.1	4.9
Finance, insurance, and real estate	115.8	124.1	126.5	.4	2.0	1.9	–.9	7.6	9.2
Services	129.5	133.9	134.1	1.9	2.2	.1	6.2	5.4	3.6
Health services	–	–	–	–	1.0	.2	–	–	–
Nonmanufacturing	121.1	125.9	126.6	1.1	1.6	.6	4.0	5.0	4.5

– Data not available.

NOTE: See footnotes after table 14.

Table 13. Employment Cost Index, private industry workers, by bargaining status, region, and area size[1]

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985
Workers, by bargaining status									
Union	123.9	126.5	127.1	1.1	0.8	0.5	4.3	3.2	2.6
Goods-producing[3]	122.9	124.6	125.2	1.2	.6	.5	4.8	2.6	1.9
Service-producing[4]	125.6	129.5	130.2	.9	1.2	.5	3.5	4.0	3.7
Manufacturing	123.2	125.0	125.5	1.3	.6	.4	5.1	2.8	1.9
Nonmanufacturing	124.5	127.8	128.6	.7	.9	.6	3.4	3.4	3.3
Nonunion	121.9	126.8	127.5	1.3	1.4	.6	5.2	5.4	4.6
Goods-producing[3]	119.6	124.4	125.1	1.0	.7	.6	4.4	5.1	4.6
Service-producing[4]	123.3	128.3	129.0	1.6	2.0	.5	5.7	5.7	4.6
Manufacturing	120.8	125.7	126.3	1.3	.7	.5	5.1	5.4	4.6
Nonmanufacturing	122.4	127.3	128.1	1.4	1.8	.6	5.2	5.5	4.7
Workers, by region									
Northeast	123.8	128.8	129.9	1.1	1.9	.9	5.4	5.2	4.9
South	122.2	126.5	127.2	1.2	1.0	.6	4.4	4.8	4.1
Midwest (formerly North Central)	120.8	124.2	124.6	.9	1.2	.3	5.3	3.8	3.1
West	124.9	129.1	129.8	2.0	.9	.5	4.1	5.4	3.9
Workers, by area size									
Metropolitan areas	123.2	127.3	128.1	1.4	1.3	.6	4.9	4.8	4.0
Other areas	119.8	123.9	123.9	.7	1.1	.0	4.6	4.1	3.4

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See footnotes to table 14.

See footnotes after table 14.

WAGES AND SALARIES

Table 14. Employment Cost Index for wages and salaries, private industry workers,[6] by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985
Workers, by bargaining status									
Union	120.9	124.1	124.7	0.9	0.9	0.5	3.4	3.6	3.1
Goods-producing[3]	119.3	122.2	122.7	1.0	.7	.4	3.7	3.5	2.9
Service-producing[4]	123.9	127.1	127.8	.8	1.1	.6	2.9	3.8	3.5
Manufacturing	119.5	122.8	123.3	1.2	.9	.4	4.1	4.0	3.2
Nonmanufacturing	122.1	125.3	125.9	.7	1.0	.5	2.7	3.3	3.1
Nonunion	120.4	125.2	125.9	1.3	1.5	.6	4.5	5.4	4.6
Goods-producing[3]	118.1	122.3	123.0	1.0	.7	.6	3.9	4.6	4.1
Service-producing[4]	121.6	126.9	127.7	1.4	2.0	.6	4.8	5.8	5.0
Manufacturing	119.5	123.7	124.4	1.4	.7	.6	4.6	4.9	4.1
Nonmanufacturing	120.7	125.9	126.6	1.3	1.9	.6	4.4	5.6	4.9
Workers, by region									
Northeast	121.9	126.8	128.1	1.2	1.8	1.0	4.5	5.2	5.1
South	120.2	124.8	125.4	1.0	1.1	.5	3.9	4.9	4.3
Midwest (formerly North Central)	118.7	122.5	122.9	.8	1.2	.3	4.5	4.0	3.5
West	122.5	126.6	127.1	2.1	1.2	.4	3.4	5.5	3.8
Workers, by area size									
Metropolitan areas	121.0	125.5	126.3	1.3	1.4	.6	4.1	5.0	4.4
Other areas	118.3	121.9	122.0	.7	1.1	.1	4.3	3.7	3.1

---

[1] The index measures changes in total compensation costs (wages, salaries, and employer costs for employee benefits).

[2] Includes private industry and State and local Government workers and excludes farm, household, and Federal Government workers.

[3] Includes mining, construction, and manufacturing.

[4] Includes transportation, public utilities, trade, finance, insurance, real estate, and, where, applicable, public administration in State and local governments.

[5] Consists of legislative, judicial, administrative, and regulartory activities.

[6] Excludes farm and household workers.

[7] Includes, for example, library, social, and health services.

[8] The index measures changes in total compensation costs (wages, salaries, and employer costs for employee benefits). Farm and household workers are excluded.

Table 15. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending														
	1982			1983				1984				1985			
	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IVp
Compensation adjustments:[2]															
First year	4.5	4.2	3.2	2.6	3.1	2.4	3.4	4.8	4.7	4.2	3.6	3.4	3.4	3.1	2.7
Over life of contract[3]	3.1	2.9	2.8	2.9	3.6	3.0	3.0	3.6	3.5	3.2	2.8	2.6	2.7	2.7	2.8
Wage-rate adjustments in-															
All industries															
First year	5.1	4.4	3.8	3.0	2.7	2.2	2.6	3.5	3.5	3.2	2.4	2.4	2.4	2.4	2.3
Contracts with COLA clauses[4]	2.8	3.0	2.2	1.3	.8	.4	1.9	4.0	4.6	4.5	2.9	2.5	2.3	1.9	1.6
Contracts without COLA clauses	9.0	7.5	7.0	6.0	4.7	3.7	3.3	3.0	2.7	2.3	2.1	2.4	2.4	2.7	2.7
Over life of contract[3]	4.2	3.7	3.6	3.5	3.5	3.2	2.8	3.0	3.1	2.8	2.4	2.3	2.4	2.5	2.7
Contracts with COLA clauses	2.0	2.1	2.1	2.2	2.3	2.2	2.0	2.6	2.9	2.8	1.8	1.3	1.5	1.8	2.5
Contracts without COLA clauses	7.9	7.0	6.6	6.0	4.7	4.1	3.7	3.4	3.2	2.8	2.7	2.8	2.8	3.0	2.8
Manufacturing															
First year	2.9	2.9	2.8	1.5	1.2	.6	.4	2.6	3.0	2.6	2.3	2.1	2.0	1.5	.8
Contracts with COLA clauses	1.7	2.2	2.3	1.0	.4	−.2	−.7	2.4	3.2	1.5	2.1	2.0	1.9	1.5	.8
Contracts without COLA clauses	7.8	7.1	6.3	5.4	4.7	2.9	3.2	2.9	2.8	3.7	2.9	2.5	2.2	1.5	.9
Over life of contracts[3]	2.7	2.5	2.6	2.2	2.5	2.3	2.1	2.8	3.1	2.8	1.5	1.4	1.5	1.6	1.8
Contracts with COLA clauses	1.7	2.0	2.1	1.8	2.0	1.8	1.4	2.2	2.8	1.8	1.0	.9	1.0	1.4	2.1
Contracts without COLA clauses	7.4	6.1	5.8	5.1	4.6	3.9	3.9	3.7	3.6	3.8	3.3	3.2	3.0	2.4	1.6
Nonmanufacturing															
First year	7.1	6.0	4.8	5.0	3.8	3.3	3.8	3.8	3.7	3.3	2.5	2.6	2.7	3.2	3.3
Contracts with COLA clauses	4.5	4.3	1.9	2.4	1.7	1.7	4.4	4.9	5.2	5.4	5.5	5.1	4.3	4.0	3.6
Contracts without COLA clauses	9.2	7.6	7.2	6.2	4.7	3.9	3.3	3.0	2.6	2.1	2.0	2.4	2.5	3.0	3.3
Over life of contract[3]	5.6	4.9	4.7	5.4	4.2	3.9	3.2	3.1	3.0	2.8	2.9	2.8	2.9	3.3	3.3
Contracts with COLA clauses	2.5	2.4	2.1	3.5	3.1	3.1	2.6	2.9	3.0	3.1	4.8	4.0	3.8	3.9	3.6
Contracts without COLA clauses	8.1	7.3	6.9	6.2	4.7	4.1	3.7	3.3	3.0	2.6	2.6	2.7	2.8	3.2	3.3
Construction															
First year	9.7	6.7	6.5	5.2	2.6	1.6	1.5	1.2	.8	.9	.5	.9	1.1	1.0	1.5
Contracts with COLA clauses	6.2	−1.4	−1.4	−2.3	−1.2	−.6	−.6	.1	−.4	4.0	4.0	4.6	9.2	–	–
Contracts without COLA clauses	9.8	7.1	6.8	6.0	3.3	2.0	1.9	1.4	.9	.9	.4	.8	1.0	–	–
Over life of contract[3]	8.5	6.6	6.3	5.4	2.9	2.4	2.4	2.0	1.7	1.4	1.0	1.4	1.7	1.7	2.1
Contracts with COLA clauses	4.4	−.2	−.2	.8	.8	.9	.9	.7	.0	1.4	1.4	1.7	4.6	–	–
Contracts without COLA clauses	8.6	6.9	6.6	5.9	3.3	2.6	2.6	2.2	1.6	1.4	1.0	1.4	1.7	–	–

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

COLA = Cost of Living Adjustment.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 16. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] by year and quarter

Measure	Annual average						Quarterly average									
	1980	1981	1982	1983	1984	1985	1983		1984				1985			
							III	IV	I	II	III	IV	I	II	III	IV
Compensation adjustments:[2]																
First year	10.4	10.2	3.2	3.4	3.6	2.6	5.0	4.9	5.1	3.5	2.7	3.7	3.6	3.5	2.0	2.0
Over life of contract[3]	7.1	8.3	2.8	2.8	3.0	2.7	4.3	3.1	4.7	3.2	3.1	2.0	2.7	3.4	3.0	1.4
Wage adjustments in—																
All industries:																
First year	9.5	9.8	3.8	2.6	2.4	2.3	3.7	4.2	2.8	2.6	2.1	2.3	3.3	2.5	2.0	2.1
Contracts with COLA clauses	8.0	8.0	2.2	1.9	2.9	1.6	4.4	4.9	4.7	1.3	1.5	2.6	2.4	1.5	.5	3.1
Contracts without COLA clauses	11.7	10.6	7.0	3.3	2.1	2.7	3.2	2.7	1.6	2.7	2.1	1.1	3.6	2.8	2.9	1.3
Over life of contract[3]	7.1	7.9	3.6	2.8	2.4	2.7	3.6	2.8	3.2	2.7	2.6	1.5	3.2	2.8	3.1	1.9
Contracts with COLA clauses	5.0	5.5	2.1	2.0	1.8	2.5	3.1	2.6	4.4	1.3	1.6	1.3	1.8	2.4	2.6	2.7
Contracts without COLA clauses	10.3	8.8	6.6	3.7	2.7	2.8	3.9	3.1	2.6	2.9	2.7	2.1	3.5	2.9	3.3	1.3
Manufacturing:																
First year	7.4	7.2	2.8	.4	2.3	.8	3.4	2.9	2.5	2.5	2.3	2.2	.8	1.6	.5	.9
Contracts with COLA clauses	6.5	6.2	2.3	-.7	2.1	.8	4.6	1.2	2.7	1.4	.7	2.2	1.4	1.1	.1	1.8
Contracts without COLA clauses	10.3	7.6	6.3	3.2	2.9	.9	1.5	5.0	2.3	3.2	3.8	2.5	.5	2.2	1.1	.1
Over life of contract[3]	5.4	6.1	2.6	2.1	1.5	1.8	3.5	3.1	2.5	2.8	2.5	1.0	1.6	2.3	2.3	.9
Contracts with COLA clauses	4.4	4.8	2.1	1.4	1.0	2.1	3.6	1.7	2.4	1.4	1.2	.8	1.1	2.1	2.4	1.6
Contracts without COLA clauses	8.9	6.6	5.8	3.9	3.3	1.6	3.3	4.9	2.6	3.5	3.8	3.5	2.0	2.7	2.1	.4
Nonmanufacturing:																
First year	10.9	11.2	4.8	3.8	2.5	3.3	3.9	4.5	2.9	2.6	2.0	2.5	4.7	2.8	3.6	3.4
Contracts with COLA clauses	9.7	8.9	1.9	4.4	5.5	3.6	3.8	5.4	5.9	1.1	5.0	5.0	5.0	2.1	3.1	4.6
Contracts without COLA clauses	12.2	12.1	7.2	3.3	2.0	3.3	1.8	1.4	2.7	1.9	.6	4.6	2.9	3.7	2.5	
Over life of contract[3]	8.3	8.6	4.7	3.2	2.9	3.3	3.7	2.7	3.6	2.7	2.6	2.8	4.0	3.0	3.9	2.9
Contracts with COLA clauses	5.7	5.8	2.1	2.6	4.8	3.6	2.2	2.8	5.5	.9	3.1	4.8	3.5	2.9	4.2	4.0
Contracts without COLA clauses	10.8	9.9	6.9	3.7	2.6	3.3	4.2	2.5	2.6	2.8	2.6	1.7	4.0	3.0	3.9	2.2
Construction:																
First year	13.6	13.5	6.5	1.5	.5	1.5	1.5	1.1	-3.6	1.1	2.0	-2.8	-.8	1.5	2.1	.6
Contracts with COLA clauses	13.9	8.8	1.4	-0.6	-	-	-	-	-	-	-	-	-	-	-	-
Contracts without COLA clauses	13.6	14.0	6.8	1.9	-	-	-	-	-	-	-	-	-	-	-	-
Over life of contract[3]	11.5	11.3	6.3	2.4	1.0	2.1	2.9	2.6	-2.8	1.4	2.1	-.8	.5	2.2	2.3	.6
Contracts with COLA clauses	8.8	8.4	-.2	0.9	-	-	-	-	-	-	-	-	-	-	-	-
Contracts without COLA clauses	12.0	11.6	6.6	2.2	-	-	-	-	-	-	-	-	-	-	-	-

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost of Living Adjustment clause.

NNOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 17. Average quarterly effective wage adjustments in agreements covering 1,000 workers or more, 1982–first quarter 1984
(In percent)

Characteristic	Annual average[1]					Quarterly average						
						1984			1985			
	1981	1982	1983	1984	1985	II	III	IV	I	II	III	IVp
Total effective adjustments (prorated over all workers)	9.5	6.8	4.0	3.7	3.3	–	1.2	0.7	0.8	0.8	1.2	0.5
Source:												
Current settlements	2.5	1.7	.8	.8	.7	.1	.3	.3	.1	.2	.2	.2
Prior agreements	3.8	3.6	2.5	2.0	1.8	.7	.7	.2	.6	.5	.6	.2
Cost of living adjustment	3.2	1.4	.6	.9	.8	.2	.3	.2	.1	.1	.4	.1
Industry												
Manufacturing	9.4	5.2	2.7	4.3	3.0	1.0	1.0	1.1	.9	.6	.8	.5
Nonmanufacturing	9.5	7.9	4.8	3.3	3.6	.9	1.3	.4	.7	1.0	1.4	.4
Nonmanufacturing, excluding construction	8.8	7.1	5.0	3.4	3.7	.6	1.4	.6	.9	.7	1.6	.5
Construction	11.2	9.7	4.4	2.9	3.0	1.7	.9	0.0	.1	1.8	.9	.1
Transportation and public utilities	8.6	7.1	4.4	3.0	3.6	.4	1.5	1.5	.6	.6	2.0	.3
Wholesale and retail trade	8.1	6.8	5.1	3.4	3.3	.9	.7	.5	1.0	.8	.8	.7
Services	9.6	7.8	7.0	4.9	5.1	.5	2.3	.6	1.7	.9	1.8	.7
Effective wage adjustment for workers receiving adjustments	9.6	7.2	4.7	4.4	4.1	2.8	3.6	2.7	2.6	2.4	2.9	1.6
Source:												
Current settlements	9.8	7.4	2.8	3.0	3.4	2.3	3.1	2.5	4.6	3.1	3.0	2.5
Prior agreements	5.3	6.3	5.9	4.0	3.7	4.3	3.3	3.1	4.0	3.9	2.6	3.0
Cost-of-living adjustment	6.1	3.1	2.1	2.7	2.2	1.0	1.6	1.3	.4	.9	1.7	.6
Total number of workers receiving wage change (in millions)	8.6	7.9	6.5	6.2	5.7	2.5	2.4	1.9	2.1	2.4	2.9	2.2
Source:												
Current settlements	2.3	1.9	2.3	1.9	1.5	.4	.4	.9	.2	.5	.5	.4
Prior agreements	6.3	4.8	3.3	3.7	3.5	1.1	1.6	.4	1.0	.9	1.5	.5
Cost-of-living adjustment	4.5	3.8	2.3	2.5	2.4	1.5	1.2	1.2	1.1	1.1	1.8	1.3
Number of workers not receiving a wage change (in thousands)	.1	.5	1.2	1.1	1.4	4.8	4.9	5.5	4.9	4.6	4.2	4.8

[1] The effective wage-rate adjustment for the year is the total of the cumulative quarterly changes. Because of rounding in the effective wage change series, sums of individual items may not equal totals.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.
p = preliminary.

Table 18. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	January 85	5.0	4.9	5.1	4.1	3.2
Northeast	January 85	5.3	5.1	5.8	4.6	5.0
Albany-Schenectady-Troy	September 85	3.4	7.5	3.1	2.9	3.1
Boston	August 85	5.5	5.0	4.8	4.2	5.5
Buffalo	October 84	5.0	6.1	4.6	5.4	4.4
Hartford	July 85	5.0	5.4	3.7	4.7	3.6
Nassau-Suffolk	August 85	5.6	5.6	2.4	4.7	4.9
Newark	January 85	5.0	4.0	4.2	4.0	3.7
New York	May 85	5.6	5.5	7.3	3.2	6.6
Northeast Pennsylvania	August 85	4.5	5.8	6.4	3.7	2.4
Paterson-Clifton-Passaic	June 85	6.3	4.5	–	5.0	5.9
Philadelphia	November 85	4.5	5.0	3.5	3.5	2.4
Pittsburgh	January 85	3.6	4.8	6.0	4.1	2.9
Portland	December 85	4.9	4.9	–	4.6	5.0
Poughkeepsie	September 85	–	–	–	–	–
Poughkeepsie-Kingston-Newburgh	September 84	–	–	–	3.5	2.5
Providence-Warwick-Pawtucket	June 85	5.2	5.1	5.9	5.7	4.5
Trenton	November 85	4.8	4.9	–	3.9	–
Worcester	April 85	4.6	4.4	–	4.6	3.0
York	January 85	5.2	5.3	4.0	4.4	3.5
South	January 85	5.1	5.1	5.5	4.1	2.8
Atlanta	May 85	4.3	4.9	3.0	4.3	3.8
Baltimore	August 85	4.4	4.6	5.6	2.1	3.2
Chattanooga	September 85	4.2	–	–	2.5	1.3
Corpus Christi	July 85	–	–	–	2.9	1.6
Dallas-Fort Worth	December 85	5.3	5.6	5.6	3.1	2.0
Daytona Beach	August 84	–	–	–	–	–
Gainesville	September 85	–	–	–	–	–
Greensboro-Winston-Salem-High Point	August 85	4.2	4.3	6.0	4.7	3.3
Greenville-Spartanburg	June 85	6.2	2.6	7.0	4.1	3.2
Houston	May 85	4.7	3.2	5.1	2.8	1.5
Huntsville	February 85	4.8	–	–	5.5	3.6
Jackson	January 85	4.4	4.4	–	4.6	4.3
Jacksonville	December 85	4.9	5.1	–	3.4	2.7
Louisville	November 84	4.2	5.0	7.1	3.9	3.7
Memphis	November 84	5.2	5.2	–	4.2	3.7
Miami	October 85	4.8	7.2	–	3.8	1.7
New Orleans	October 85	3.9	5.1	–	2.8	1.6
Norfolk-Virginia Beach-Portsmouth	May 85	7.6	–	–	4.6	2.5
Oklahoma City	August 85	4.2	4.9	–	4.0	1.1
Richmond	June 85	5.7	6.1	6.3	4.7	3.0
San Antonio	May 85	6.3	5.9	–	4.7	–
Washington	March 85	5.4	5.2	–	4.6	2.5
North Central	January 85	4.5	5.0	4.4	3.9	2.7
Chicago	March 85	4.6	5.7	5.1	3.4	1.7
Cincinnati	July 85	4.0	4.3	3.7	3.3	3.2
Cleveland	September 85	4.1	4.0	3.8	4.7	1.4
Columbus	October 85	5.2	5.2	4.6	3.2	2.4
Davenport-Rock Island-Moline	February 85	3.4	5.4	2.1	2.7	1.1
Dayton	December 85	4.0	5.2	5.3	2.4	2.6
Detroit	April 85	4.1	3.6	1.2	3.9	3.0
Gary-Hammond-East Chicago	November 84	–	4.8	4.6	3.5	–
Green Bay	August 85	–	5.7	–	4.7	3.7
Indianapolis	October 85	4.4	4.4	4.6	3.3	3.6
Kansas City	September 85	4.4	7.4	3.1	4.4	3.1
Milwaukee	May 85	4.5	5.6	4.5	3.1	2.3
Minneapolis-St. Paul	January 85	5.0	5.5	6.8	3.7	3.4
Omaha	October 85	4.2	2.5	–	3.4	2.9
Saginaw	November 84	–	–	–	–	5.0
St. Louis	March 85	3.8	3.6	4.8	3.3	2.5

Table 18. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
South Bend	August 85	5.4	3.5	–	3.7	4.4
Toledo	June 85	4.5	5.7	7.4	3.9	3.8
Wichita	April 85	2.5	4.9	1.6	2.6	2.0
West	January 85	5.1	4.2	5.1	3.9	1.3
Anaheim-Santa Ana-Garden Grove	October 85	4.6	4.3	7.2	4.4	2.2
Billings	July 85	4.6	–	–	2.3	3.3
Denver-Boulder	December 85	2.6	3.9	4.2	2.9	.9
Fresno	June 85	4.7	–	–	3.3	–
Los Angeles-Long Beach	October 85	4.5	5.5	6.1	3.3	-1.0
Portland	June 85	4.4	4.5	–	3.2	.7
Sacramento	December 85	4.9	–	–	2.8	–
Salt Lake City-Ogden	November 84	5.5	4.4	–	3.0	1.8
San Diego	December 85	3.9	3.7	3.5	4.2	2.6
San Francisco-Oakland	March 85	4.6	3.3	4.3	3.0	-.1
San Jose	March 85	5.0	4.8	–	3.7	1.7
Seattle-Everett	December 84	4.1	2.8	–	2.5	2.4

NOTE: Dashes indicate that data are not adequate for publication.

Index to 1985 Wage and Benefit Changes

The following references are to the latest wage and benefit actions listed in *Current Wage Developments* for units of workers within the scope of the publication. (See page 4.) The references are to 1985 issues, except where an earlier year is indicatd in parentheses. Employers are generally listed alphabetically by the first letter of their names within each of the industry categories shown below. (Construction, wholesale and retail trade, and public administration are arranged alphabetically by State, then by employer name.)

Each reference cites the union as well as employer and identifies wage and benefit actions by these symboles; S = collective bargaining settlements; M = unilateral management decisions; D = deferred wage changes; C = cost-of-living adjustments; and O = other.

Page

- Manufacturing 50
  - Food and kindred products 50
  - Tobacco manufactures 50
  - Textile mill products 50
  - Apparel and other textile products 50
  - Lumber and wood products 51
  - Furniture and fixtures 51
  - Paper and allied products 51
  - Printing and publishing 51
  - Chemicals and allied products 51
  - Petroleum and coal products 52
  - Rubber and miscellaneous plastics products 52
  - Leather and leather products 52
  - Stone, clay, and glass products 52
  - Primary metal industries 52
  - Fabricated metal products 53
  - Machinery, except electrical 53
  - Electrical and electronic equipment 54
  - Transportation equipment 54
  - Instruments and related products 55
  - Miscellaneous manufacturing 55

- Nonmanufacturing 55
  - Mining 55
  - Construction 55
  - Transportation and public utilities 60
  - Wholesale and retail trade 62
  - Finance, insurance, and real estate 63
  - Services 63
  - Public administration 66

MANUFACTURING

Food and kindred products

A.E. Staley Mfg. Co. (IL), AIW, Oct., p. 3, D
Agripac, Inc. (OR), IBT, Oct., p. 3, S
Amalgamated Sugar Co. (ID, OR), AFGM, Oct., p. 3, S
American Crystal, Holly Sugar, Amstar, Spreckles, and Consolidated Foods, CA, DWW, Sept., p. 5, D
Anheuser-Busch, Inc., IBT, March, p. 1, S
Banquet Foods Corp., IBT (1983) UFCW, July, p. 4, S
Bay Area Soft Drink Bottlers Assn., IBT, Sept., p. 6, D
Bryan Food, Inc., UFCW, Jan., p. 3, D
California and Hawaiian Sugar Co., SIU, June, p. 5, D
California Bakery Employers Assn., IBT, (1983) Oct. p. 4, D
California Processors, Inc., IBT, Sept., p. 6, S
Campbell Soup Co (NJ), UFCW, Feb., p. 4, D
Campbell Soup Co., CA, IBT, July, p. 4, S
Campbell Soup Co., OH, April, p. 3, S
Campbell Soup Co. TX, UFCW, (1984) Dec., p. 2, D
Campbell Soup Co. (Chicago), RWDSU, (1984) May, p. 3 D
Chef-Boy-Ar-Dee, a division of American Home Foods, Inc., UFCW Jan., p. 4, D
Chicago Bakery Employer Labor Council (shipping), IBT (1982) May, p. 5, D
Chicago Meat Packer's Wholesalers' Assn., IBT, May, p. 4, C
Chicago Midwest Meat Assn., UFCW, Feb., p. 4, C
Clougherty Packing Co., UFCW, (1983) June, p. 3 C
Confectioners Industrial Relations Board, Inc., BCTW, (1984) Oct., p. 3, D
CPC International Inc., OCAW, July, p. 4, D
Dairy Employers Labor Council (WA), IBT, (1983) Mar., p. 6, C
Dairy Industry Industrial Relations Assn. Southern CA, IBT, Oct., p. 3, C
Delmonte Corp., IL, RWDSU, Jan., p. 3, D
Dried Fruit Industry (CA), IBT, (1984) Aug., p. 4, D
E.J. Brach and Sons, Inc., Chicago, IL, IBT, July, p. 4, D
Entenmann's Inc., BCTW, May, p. 4, D
Fluid Milk and Ice Cream Companies CA, IBT, Sept., p. 6, D
Frozen Food Employers' Assn., CA, IBT, (1983), July, p. 5, D
General Foods Corp. (MI), RWDSU, Nov., p. 4, D
General Foods Corp., Jell-O Dover Operations (Dover, DE), UFCW Oct., p. 3, D
Gentry-Foremost, Gilroy Foods, Basic Vegetable Products, CA, April, p. 4, D
Grain Milling Companies (Buffalo, NY), AFGM (1982) July, p. 5, D
Great Western Sugar Co., IBT (1984) Oct., p. 7, S
Greater New York Milk Dealers Labor Committee, IBT, Jan., p. 3, S
Gwaltney, Inc., VA, IBT, May, p. 4, S
Hershey Foods Corp. (PA), BCTW, Nov. p. 4, D
H.J. Heinz Co., UFCW, (1983) May, p. 4, S
H.J. Heinz Co., (various locations), UFCW, Oct., p. 3, C
Hygrade Food Products Corp., UFCW, (1983) Jan., p. 4, S
Iowa Beef Processors, Inc. (Dakota City), UFCW, (1983) Sept., p. 5, S
J.R. Simplot (Heyburn, ID), AFGM, June, p. 5, D
J.R. Simplot, Caldwell, ID IBT, May, p. 4, D
John Morrell & Co., UFCW, (1982) Nov., p. 4, S
Keebler Co., BCTW, Nov., p. 4, D
Kellogg Co. (Battle Creek, MI), AFGM Nov., p. 4, C
Kellogg Co., (various locations), AFGM, Nov. p. 4, C
Meat Trade Institute, Inc., NY and NJ, UFCW, June, p. 5, D
Michigan Sugar Co., AFGM, Sept., p. 5, D
Nabisco Inc., BCTW, Oct., p. 2, S
National Distillers Products (KY, OH), DWW, RWDSU, Aug., p. 5, S
Nestle Co., (NY), RWDSU, April, p. 3, D
New York, New Jersey Bakery Employers, BCTW, Sept., p. 5, D
Northern California Diary Industry Labor Relations Assn., IBT (1983) June p. 3, S
Ore-Ida Foods, Inc., UFCW, (1983) Aug., p. 6, S
Pet, Inc., Diary Div., (various locations), IBT, Oct., p. 3, D
Pineapple companies of Hawaii, ILWU, Dec., p. 3, D
Quaker Oats Co. (IA), RWDSU, Dec., p. 3, C
Joseph Schlitz, Miller, Anheuser-Busch, and CA Brewers Assn., IBT, (1983) June, p. 3, D
Joseph E. Seagram and Sons, Inc., DWW, Sept., p. 5, D
Smithfield Packing Co., (Smithfield, VA), Ind. (1984) Dec., p. 2, D
Soft drink bottling companies (Chicago-drivers), IBT (1984) May, p. 3, D
Sugar plantation companies HI, ILWU, April, p. 4, S
Sunshine Biscuits Inc., BCTW, Nov., p. 2, S
Swift & Co., UFCW, July, p. 4, D
Tropicana Products, Inc., IBT, Nov., p. 4, D
Wholesale Bakers Group, CA, IBT, June, p. 5, D
Wholesale bread and cake bakeries (CA, OR, WA), BCTW, (1983) June 3, D
Wholesale bread shops, wholesale cake bakeries, and retail bakeries, New York, NY, BCTW, Jan., p. 3, D
Wholesale bread and cake bakeries, East-Central States BCTW, June, p. 5, D
Wilson Foods Corp., (various locations), UFCW, (1983) Oct., p. 3, S
Winery Employers Assn., CA DWW, Sept., p. 6, D

Tobacco manufactures

American Tobacco Co., VA, NC, BCTW, Oct., p. 4, S, Nov., p. 5, C
Brown & Williamson Tobacco Corp. (KY), BCTW (1984), Mar., p. 7, C
Brown & Williamson Tobacco Corp., VA, Dec., p. 3, C
Ligget Group Inc., BCTW (1984) Apr., p. 4, S, D
Lorillard, Div., Loews Theatres, Inc., BCTW (1984) Dec., p. 3, C
Phillip Morris, USA., BCTW, Sept., p. 6, C

Textile mill product

Avtex Fibers, ACTWU, Nov., p. 2, S
Cone Mills Corp., NC, ACTWU, July, p. 4, S
Dan River, Inc., VA, UTWA, Aug., p. 5, S
Erwin Mills Inc., subsidiary of Burlington Industires, Inc., ACTWU, July, p. 5, S
Erwin Mills, Inc., Erwin, NC, ACTWU, March, p. 4, S
Fieldcrest Mills, Inc., VA, NC, ACTWU, Feb., p. 5, S
Knitted Outerwear Manufacturers Assn., ILGWU, (1983) June, p. 4, D
Malden Mills, ILGWU, (1982) Dec., p. 4, D
Munsingwear Inc., ACTWU, (1982) May, p. 6, D
Pacific Columbia Mills, inc., (subsidiary of M. Lowenstein and Sons, Inc.), (SC), ACTWU, (1983) Feb., p. 5, S
J.P. Stevens and Co., Inc., (NC), ACTWU, July, p. 2, S
Textile dyeing, printing, and finishing companies, ACTWU, Oct., p. 4, D

Apparel and other textile products

Affiliated Dress Mfrs. Inc., ILGWU (1984) July. p. 6, D
American Millinery Manufacturers Assn., and independent shops, New York, ACTWU, June, p. 4, D
American Schiffli Embroiders' Assn., UTWA, June, p. 6, S
Apparel Mfrs. Assn. and others, ILGWU, Sept., p. 7, S
Associated Fur Manufacturers, Inc., UFCW, Feb., p. 5, D
Associated Garment Industries of St. Louis, (Dress and Sportswear Group), ILGWU, (1983) Sept., p. 6, D
Associated Garment Industries of St. Louis, (underwear branch), ILGWU, Oct., p. 7, D
Association of Garment Contractors, ILGWU, Sept., p. 7, S
Association of Rain Apparel Contractors (NY, NY), ILGWU (1984) July, p. 5, D
Atlantic Apparel Producers Assn., ILGWU, Sept., p. 9, S
Belt Association, Inc., ILGWU, Sept., p. 8, S
Bobbie Brooks, ILGWU (1984) Aug., p. 4, D
Cloak and Dress Industries, ILGWU, (1983) June, p. 5, D
Clothing Mfrs. Assn. of the USA, ACTWU, Dec., p. 2, S
Cotton Garment Mfrs. and National Trouser Assn., ACTWU, Nov., p. 5, S
Dress and Sportswear Mfrs. of St. Louis, ILGWU, Oct., p. 4, S
Farah Mfg., Co., ACTWU, (1983) May, p. 5, S
Greater Blouse, Skirt, and Undergarment Assn., ILGWU, Sept., p. 8, S
Infant and Juvenile Manufacturers Assn., Inc., (NY) ACTWU, Nov., p. 5, S
Johnathan Logan, Inc., ILGWU (1984) June, p. 5, D
Industrial Assn. of Juvenile Apparel Mfrs. Inc., ILGWU, (1984) July, p. 6, D
Juvenile Apparel Assn., ILGWU, Sept., p. 9, S
R and M Kaufman, Inc., ILGWU, Feb., p. 5, D
Knitwear Manufacturers of New Jersey, ILGWU, (1984) July, p. 6, D
Knitted Outwear Manufacturers Assn., ILGWU (1984) July, p. 7, D
Lingerie Manufacturers Assn. of New York, Inc., Negligee Manufacturers Assn. of New York, Inc., and Allied Underwear Assn. Inc., ILGWU, Sept., p. 9, D
Londontown Corp., ACTWU, Jan., p. 4, D
National Assn. of Blouse Mfrs., Inc., (various locations), ILGWU, Sept., p. 7, S
National Hand Embroidery and Novelty Mfrs. Assn., ILGWU (1984) July, p. 6, D
National Neckwear Conference Assn.; Bow Tie Manufacturers Conference; and independent neckwear companies of New York, ACTWU, Sept., p. 8, D
National Skirt and Sportswear Assn., Inc., ILGWU, Sept., p. 7, S
National Trouser Assn., ACTWU, Oct., p. 1, S
National Women's Neckwear and Scarf Assn., Inc., ILGWU, Sept., p. 7, S
New England Clothing and Rainwear Manufacturing Assn., ILGWU, Sept., p. 7, S
New England Sportswear Manufacturers Assn., ILGWU, Sept., p. 8, S
New England Apparel Manufacturers Assn., ILGWU, Sept., p. 8, S
New Jersey Apparel Contractors Assn., Inc., ILGWU, Sept., p. 7, S
New York Coat & Suit Assn., American Cloak and Suit Mfrs. Assn., ILGWU, Sept., p. 7, S
Outerwear Manufacturers, ACTWU, Jan., p. 4, D
Philadelphia Apparel Producers Assn., ILGWU, Oct., p. 4, S

Plastic Soft Material Manufacturers Assn., ILGWU, Dec., p. 4, D
Pleaters, Stitchers and Embroiders Assn., Inc. (and others), ILGWU, Sept., p. 8, S
R. and M. Kaufman Co., (IL and IA), ILGWU, (1983) p. 6, S
San Francisco dress and sportswear industry ILGWU, Oct., p. 4, S
Shirts, Pajamas, Pants, and other Garment Mfrs., National, ACTWU, Jan., p. 4, D
Single Plant Manufacturers, National, ACTWU, Jan., p. 4, D
United Knitwear Manufacturers League, ILGWU, Sept., p. 8, S
Washable Suits, Novelties and Sportswear Assn., ACTWU, April, p. 4, S

Lumber and wood products

American Forest Products, CA, CJA, IWA, June, p. 6, D
Edward J. Hines Lumber Co., CJA, IWA, (1983) p. 5, D
Lumber and Mill Employers Assn., May, p. 5, D
Masonite Corp., IWA, Jan., p. 4, D
Millwork Manufacturers Assn. Inc. (formerly Manufacturing Woodworkers Assn. of Greater New York, Inc.), CJA, (1984) July, p. 8, D
Potlatch Corp., IWA, June, p. 6, D
Roseburg Lumber Co., CJA, IWA, June, p. 6, D
Southern California Lumber Council, CJA, (1983) Aug., p. 7, S
Western States Wood Products Employers Assn., CJA, IWA, June, p. 6, D
Weyerhaeuser Co., Dierks Div., IWA, June, p. 6, S
Weyerhaeuser Co., CJA, IWA, (1982) June, p. 4, D
Williamette Industries, Inc., IWA, June, p. 6, D
Woodworkers Assn. of Chicago, CJA, June, p. 6, D

Furniture and fixtures

Georgia-Pacific Corp., UFW, (1983) Apr., p. 4, D
Hamilton Manufacturing Co. (Two Rivers, WI) CJA, (1983) Aug., p. 7, D
Industrial Relations Council of Furniture Manufacturers of Southern California, CJA, (1984) Aug., p. 4, D
Litton Business Systems, Inc., USW (1984) Sept., p. 6, D
Manufacturing Woodworkers Assn. of Greater New York, CJA, Nov., p. 5, S
Memphis Furniture Co., UFW (1984) July, p. 8, D
Roper Eastern Group (various locations), UFWA, (1983) May, p. 6, D
Northern American Phillips Consumer Electronics, IBEW, (1983) Aug., p. 7, D
Memphis Furniture Co., UFW, (1983) June, p. 7, D
Simmons Co., UIU, (1983) Jan., p. 6, S
Southern California Association of Cabinet Mfrs. CJA, Oct., p. 4, S
Store Fixture and Architectural Woodwork Institute, May, p. 5, D

Paper and allied products

Boise Cascade Corp. WPPW (1984) Sept., p. 7, S
Boise Cascade Corp. ME, UPIU, July, p. 5, D
Boise Cascade Corp., Georgia Pacific Corp., and Weyerhaeuser Corp., Inter., Ind. (1984) Sept., p. 7, S
Bowaters Southern Paper Corp., TN, UPIU, July, p. 5, D
Brown Co., UPIU, (1982) Oct., p. 7, S
Champion International Corp., TX, UPIU, May, p. 5, D
Champion International Corp., NC, UPIU, Sept., p. 9, D
Consolidated Paper, Inc., and Consoweld Corp., WI, UPIU, May, p. 5, D
Container Corp. of America, PA and OH, UPIU, June, p. 7, D
Continental Can Co., Inc., LA, UPIU, July, p. 5, D
Crown Zellerbach Corp., LA, UPIU, Sept., p. 10, D
Delaware Valley Set-Up Box Manufacturers Assn., Inc., UPIU, Sept., p. 9, D
Ecusta Paper Corp., NC, UPIU, Sept., p. 9, S
Employing Lithographers of Los Angeles, GAIU, (1983) May, p. 6, D
Federal Paper Board, Inc. NC, UPIU, Sept., p. 10, D
Georgia-Pacific Corp., UPIU, Dec., p. 4, S
Graphic Arts Assn. of Delaware Valley, (PA), GAIU, (1983) May, p. 6, D
Greater New York Folding Box and Display Mfg. Assn. UPIU, (1983) Oct., p. 4, S
Great Northern Paper Co., UPIU, (1983) Aug., p. 8, D
Hammermill Paper Co., (Lock Haven), UPIU, (1982) June, p. 5, S
Hammermill Paper Co., Erie, PA, UPIU, June, p. 7, D
Hammermill Paper Co., WS, UPIU, Sept., p. 10, D
Hudson Pulp and Paper Corp., FL, UPIU, July, p. 7, D
International Paper Co., Multiple Mill Group, UPIU, IBFO, June p. 7, D
James River Corp., NH, UPIU, Aug., p. 5, S
James River Co., Board and Carton Div., MI, UPIU, July, p. 5, D
James River Co., KVP Div., MI, UPIU, July, p. 5, D
James River-Dixie, AL, UPIU, Nov., p. 5, D
James River Corp., WI, UPIU, July, p. 5, S
Kimberly-Clark, TN, UPIU, Sept., p. 10, D
Kimberly-Clark Corp., WI, UPIU, June, p. 7, D
Lily Tulip Inc., MO, IBEW, Sept., p. 10, D
Longview Fibre Co., WA, UPIU, June, p. 7, D
Manville Forest Products, LA, UPIU, July, p. 5, D
Mead Corp., TN, USA, March, p. 4, S
Mead Corp., OH, UPIU, Oct., p. 5, S
Metropolitan Container Council, UAW, (1983) Oct., p. 4, S
Metropolitan Rigid Paper Box Mfrs., Assn., Inc., New York, NY, UPIU, Sept., p. 9, D
National Sample Card Manufacturing Assn., Inc., (New York), UPIU, (1982) Feb., p. 4, S
Nekoosa-Edwards Paper Co., WS, UPIU, July, p. 5, S
Packaging Corp. of America, OH, UPIU, June, p. 7, D
Philadelphia Container Assn., UPIU (1984) Oct., p. 8, S
Potlatch Corp., Northwest Paper Div., MN, UPIU, June, p. 7, D
Proctor and Gamble Paper-Products Co., WI, UPIU, May, p. 6, D
Pulp and Paper Employer Bargaining Council, CA WA, OR, UPIU, March, p. 4, D
Scott Paper Co., AL, UPIU, June, p. 7, D
Scott Paper Co., PA, UPIU, Jan., p. 5, S
Scott Paper Co. SD Warren Div., ME, UPIU, July, p. 5, S
Scott Paper Co., WA, WPPW, June, p. 7, D
Union Camp Corp., GA, UPIU, June, p. 7, D
West Coast paper and paper converting industry, GCIU, June, p. 7, D
Westvaco Corp., Container Div. UPIU, (1983) Jan., p. 7, D
Westvaco Corp., (VA, MD) UPIU, Dec., p. 4, D
Weyerhaeuser Co., NC, UPIU, Sept., p. 10, D

Printing and publishing

Allied Printing Employer's Assn., a division of Graphic Arts Assn. of Delaware Valley Inc., GAIU, (1982) Feb., p. 4, D
Baltimore Sun and Baltimore Evening Sun, NG, (1982) Dec., p. 4, S
Chicago Lithographers Assn., Inc., GCIU, Dec., p. 4, C
Chicago Newspaper Publisher Assn., GAIU, (1982) Feb., p. 5, D
Daily News, NY, NG, March, p. 4, D
Dayton Press, GAIU, (1982) July, p. 7, D
Dennison National Corp., MA, GCIU, March, p. 4, D
Edition Bookbinders of New York, Inc., GAIU, (1983) Sept., p. 7, D
Employing Lithographers of Los Angeles, GAIU (1984) Aug., p. 6, S
Graphic Arts Assn. of Delaware Valley, GAIU (1984) Sept., p. 7, S
Lithographers Assn. of PA, Div. of Graphic Arts Assn., GAIU, (1982) May, p. 6, D
Metropolitan Lithographers Assn., Inc., New York, NY, AL, July, p. 5, D
National Sample Card Mfrs. Assn., UPIU, Nov., p. 5, D
New York Times, NG, March, p. 4, D
Philadelphia Newspaper Inc. 9 unions, Nov., p. 2, S
Photo-Engravers Board of Trade of New York, Inc., GAIU, (1982) Feb., p. 7, D
Printing Industries of Metropolitan New York, Inc. (pressmen), PGCU (1984) Aug., p. 5, C
Printing Industries of Metropolitan New York, Inc., Printers League Section, GCIU, March, p. 4, D
Printing Ind. of St. Louis, GAIU (1984) July, p. 10, D
Printing Industries of Twin Cities, GCIU, Jan., p. 5, C
Publishers Assn. of New York (deliverers) NMD, April, p. 5, D
Publishers Assn. of New York City, GCIU, March, p. 5, D
Publishers Assn. of New York City, PGCU, May, p. 5, S
Publishers Assn. of New York City, ITU, Feb., p. 5, C
San Francisco Newspaper Publishers Asn., CA, NG, Dec., p. 4, D
Simplicity Pattern Co., GAIU, (1982) Apr., p. 4, D
Time Inc., NG, Aug., p. 5, D
Twin City Commercial Printers, GAIU, July p. 10, S
Union Employers Assn., IL, GCIU, July, p. 5, C

Chemicals and allied products

Allied Chemical Corp. Buffalo, NY, USA (1984) Dec., p. 3, C
Allied Chemical Corp. VA, IBT, March, p. 5, D
Allied Chemical Corp. Solvay and Tully, NY, USA, July, p. 6, S
American Cyanamid Co., Pearl River, NY, ICW, Jan., p. 5, D
American Enka Co., NC, UTWA, May, p. 6, D
American Enka Co., TN, ACTWU, (1983) Oct., p. 5, D
American Enka, NC, ACTWU, (1984) May, p. 6, D
Avtex Fibers, Inc., ACTWU, Dec., p. 4, S
Celanese Corp., ACTWU, June, p. 8, D
Colgate-Palmolive Co., various locations (various unions), (1983) Jan., p. 7, S
Dow Chemical Co., MI, USA, Feb., p. 6, D
E.R. Squibb and Sons, Inc., OCAW, June, p. 8, S
Ethyl Corp., USA (1984) May, p. 6, D
Hercules, Inc., VA, OCAW,, Sept., p. 10, D
Johnson & Johnson and Ethicon, Inc., ACTWU, (1983) Aug., p. 9, S
Lever Brothers Co., (various locations), OCAW, (1982) Apr., p. 4, D
Martin Marietta Energy Systems Inc., TN, ATLC, June, p. 8, D
Max Factor & Co., ILWU, (1982) June, p. 6, D
Merck & Co., OCAW, (1983) May, p. 7, D
Miles Laboratories, Inc., USA, Sept., p. 10, C
Minnesota Mining & Mfg. Co., OCAW, Dec., p. 5, S
North American Rayon Corp., TN, ACTWU, April, p. 5, D
PPG Industries, Inc., Chemical Div., IAM, May, p. 6, D
Revlon, Inc., NJ, UAW, April, p. 5, D
Rockwell International Corp., Energy Systems Group, WA, HAMTC, April, p. 5, D
Union Carbide Corp., TN, OCAW, Oct., p. 5, D
Union Carbide Corp., WV, IAM, Oct., p. 5, S
Union Carbide Corp., TX, MTC, June, p. 8, S

Petroleum and coal products

Amoco Oil Co., OCAW, Jan., p. 5, D
Atlantic Richfield Co., OCAW, Jan., p. 5, D
Chevron USA, Inc., CA, SIU-IUPW, July, p. 6, S
Exxon Co., Bayway Refinery, NJ, IBT, Feb., p. 6, D
Exxon Co. (LA), OCAW, (1982) Aug., p. 8, S
Exxon Co., USA, TX, Ind., Sept., p. 10, S
Gulf Oil Corp., TX, OCAW, Jan., p. 5, D
Shell Oil Co., TX, OCAW, Jan., p. 6, D
Shell Oil CA, OCAW, Jan., p. 6, D
Shell Oil Co., IL, various unions, Jan., p. 6, D
Standard Oil Co., of California, Chevron USA, Jan., p. 6, D
Standard Oil Co. of Indiana, OCAW, Jan., p. 6, D
Sun Oil Co., IL, various unions, Jan., p. 6, D
Sun Oil Co. of PA, Marcus Hook, PA, OCAW, (1983) Mar., p. 8, D
Standard Oil Co., Amoco Texas Refining Co., OCAW, (1983) Jan., p. 8, D
Standard Oil Co. of Indiana, Whiting, IN, OCAW, May, p. 6, S
Shell Oil, Wood River, IL, Jan., p. 8, D
Texaco, Inc., (TX), OCAW, (1983) Jan., p. 9, D
Union Oil Co. of California, OCAW, Jan., p. 6, D

Rubber and miscellaneous plastics products

Armstrong Rubber Co., URW, Oct., p. 5, S
B.F. Goodrich Co., July, p. 10, C
Dayco Corp., NC, URW, July, p. 7, S
Dunlop Tire and Rubber Co., URW, (1982) May, p. 9, C
Firestone Tire and Rubber Co., URW, June, p. 1, S
Gates Rubber Co., URW, Oct., p. 5, S
General Motors Corp., URW, Oct., p. 5, C
General Tire and Rubber Co., TX, URW, Aug., p. 6, S
B.F. Goodrich Co., URW, June, p. 1, S
Goodyear Tire and Rubber Co., URW, June, p. 1, S
Kelly-Springfield Tire Co., MD, URW, Aug., p. 6, S
Kelly-Springfield Tire Co. (TX), URW, Sept., p. 8, C
Owens-Illinois, Inc., various locations, GPPAW, April, p. 5, D
Plastic and Metal Products Manufacturers ILGWU, Aug., p. 5, S
Uniroyal Inc., various locations, URW, June, p. 1, S
Owens-Illinois, Inc., various locations, ABGW, (1982) May, p. 9, D

Leather and leather products

Acme Boot Co., Inc., URW, March, p. 5, D
Brown Shoe Co., ACTWU, UFCWU, Dec., p. 6, D
Chicago Rawhide Mfg. Co., UFCW, (1982) May, p. 7, E
Interco-Florsheim Shoe Co., ACTWU, UFCW, Dec., p. 6, S
Massachusetts Leather Manufacturing Assn., LWU, Sept., p. 11, D
National Industrial Council of the National Handbag Assn., LGPN, April, p. 5, D
New York Industrial Council of the National Handbag Assn., LGPN, April, p. 5, D
Samsonite Corp., various locations, GPPW, April, p. 3, D
Shoe Mfrs. in Eastern Massachusetts, USW, (1983) Apr., p. 5, S
Shoe Mfrs. in NH and Maine, ACTWU, 1984) p. 10, S
Slipper and Playwear Assn., ACTWU, (1983) Apr., p. 5, S
Southern CA Shoe Manufacturers, Assn., ACTWU (1984) July, p. 11, S
Tanners Assn. of Fulton County, Inc., ACTWU, (1982) Nov., p. 5, S

Stone, clay, and glass products

American Standard, Inc., GPPAW, June, p. 6, D
Anchor-Hocking Corp., OH, Oct., p. 5, D
Anchor-Hocking Corp., various locations, GPPW, April, p. 3, D
Barre District Granite Mfrs., USA, (1982) May, p. 7, D
Chattanooga Glass Mfg. Co., GPPW, April, p. 6, D
Chinaware Manufacturers Group (various locations, IBPAW, (1982) Feb., p. 5, D, O
Corning Glass Works, NY, AFGW, Jan., p. 7, D
Glass Container Industrial Relations Council, ABGW, (1982) Oct., p. 7, D
Glass Container Industrial Relations Council, AFGW, Sept., p. 11, D
Ideal Cement Corp., Div., of Ideal Basic Industries, CLGW, (1983) May, p. 7, D
Lone Star Industries, Inc., various locations, CLGW, BBF, May, p. 6, D
Marquette Cement Manufacturing Co., various locatios, CLGW, (1983) May, p. 7, D
Martin Marietta Corp., various locations, GLCW, (1983) May, p. 7, D
National refectories agreement, various locations ABGW, June, p. 8, C, D
Owens-Corning Fiberglas Corp., SC, GPPW, July, p. 7, S
Owens-Corning Fiberglas Corp., OH, GBBA, IAM, IBEW, June, p. 8, D
Owens-Illinois Inc., NJ, AFGW, (1984) Sept., p. 8, D
Owens-Illinois, Inc., Toledo, OH, AFGW, Oct., p. 5, D
Owens-Illinois Inc., Thatcher Manufacturing Co., Brockway Glass Co., Indian Head, Inc., Midland Glass Co., Glass Container Corp., GPPW, April, p. 3, D
PPG Industries, various locations, UGCW, Oct., p. 5, C
United States Potters Assn., IBPAW, (1984) Dec., p. 4, D
Universal Atlas Cement Co., CLGW, (1983) May, p. 7, D

Primary metal industries

Al Tech Specialty Steel Corp., an affiliate of CATX Corp., NY, USA, Dec., p. 5, C
Aluminum Co. of America, various locations, ABGW, Oct., p. 6, C
Aluminum Co. of America, Vernon, CA,, UAW, (1983) Feb., 7, C
Aluminum Co. of America, WA, OR, ATC, Oct., p. 7, C
Aluminum Co. of America, WA, Ind., July, p. 6, C
Aluminum Co. of America, USA, Oct., p. 6, C
Allegheny International Inc., Allegheny Ludlum Industries, Inc., USA, April, p. 6, D
Amax, Inc., U.S. Metals Refining Co. Div., USA, Feb., p. 7, C
American Brass Co., various locations, USA, UAW, IAM, Dec., p. 4, C
American Steel Foundries, a division of Amsted Industries, USA, Oct., p. 6, D
American Insulated Wire Corp., RI, MA, IBEW, April, p. 6, S
Armco Inc., USA, Feb., p. 7, D
Armco Inc., (Ohio), Ind., (1983) Jan., p. 12, C
Armco Inc., (various locations), USA, (1984) May, p. 7, D
Asarco, Inc., 4 unions, Nov., p. 6, C
Atlantic Steel Co., GA, USA, Sept., p. 11, C
Babcock and Wilcox Co., Tubular Products Div., USA, Dec., p. 5, C
Bethlehem Steel Corp., USA, Feb., p. 7, D
Buckeye International, Inc., USA, (1984) Aug., p. 7, S
CWC Castings Div., UAW, Textron Inc., (1980) Sept., p. 9, C
Cabot Corp., Stellite Div., USA, (1983) Mar., p. 11, C
Cerro Metal Products, a division of Cerro-Marmon Group, Inc., UAW, Nov., p. 6, C
CF&I Steel Corp., USA, Oct., p. 7, D
Chicago Foundrymen, IMAW, (1982) May, 13, C
Consolidated Aluminum Corp., USA, Oct., p. 6, C
Copperweld Steel Co., USA, July, p. 7, D
Crucible, Inc., USA, (1983) Aug., p. 12, C
Cyclops Corp., Universal Cyclops Specialty Steel Div., PA, USA, May, p. 7, D
Cyclops Corp., Detroit Steel Corp., subsidiary (Portsmouth, Ohio), USA, (1982) July, p. 11, C
Cyclops Corp., Detroit Steel Corp., Mansfield, OH, USA, Dec., p. 5, C
G.K. Technologies, Inc., IBEW, (1982) Oct., p. 8, D
Georgetown Steel Corp., and Georgetown Texas Steel Corp., subsidiaries of Korf Industries, USA, (1983) Apr., p. 7, D
Huntington Alloys, Inc., WV, USA, Dec., p. 5, C
Inland Steel Co., USA, Feb., p. 7, D
Intalco Aluminum Co., MTC, Nov., p. 7, C
Interlake Inc., USA, Oct., p. 6, S
Jessup Steel Co., a subsidiary of Athlone Industries Inc., various locations, USA, (1983) Aug., p. 12, C
Jones and Lauglin Steel Corp., USA, March, p. 5, D
Kaiser Aluminum and Chemical Corp., USA, May, p. 2, S
Kennecott Corp., (skilled trades), USA and other unions, (1983) June, p. 8, C
Kennecott Corp., (smelting and refining operations), USA and other unions, (1984) June, p. 8, C
Keystone Consolidated Industry, Inc., (Steel and Wire Group, Keystone Steel and Wire, Div., IL, Ind., (1984) Aug., p. 6, S
Lacelede Steel Co., USA, (1983) Jan., p. 13, C
Latrobe Steel Co., USA, (1983) Mar., p. 10, C
Lone Star Steel Co., USA, Oct., p. 6, D
Lukens Steel Co., USA, (1983) Aug., p. 12, C
Lynchburg Foundry Co., USA, April, p. 7, D
Magma Copper Co. (smelting and refining operations), USA and other unions, (1983) June, p. 9, C
Manufacturers Industrial Relations Assn., IMAW, Feb., p. 7, S
Martin Marietta Aluminum Inc., KY, OR, WA, USA, Oct., p. 6, C
McLouth Steel Corp., USA, (1982) Jan., p. 5, D, C
Midland-Ross Corp., USA, (1983) USA, Aug., p. 12, C
Mueller Brass Co., IAM, UAW, Oct., p. 7, C
NL Industries, Inc., Doehler-Jarvis Casting Div., UAW, (1982) Jan., p. 6, C
National-Standard Co. USA, May, p. 6, D
National Steel Corp., USA, Feb., p. 7, D
Neenah Foundry Co., IMAW, Dec., p. 5, D
New Jersey Zinc Co., USA, (1983) Aug., p. 11, C
Northern California foundries, IMAW, April, p. 7, D
Northwestern Steel and Wire Co., USA, (1984) Aug., p. 13, C
Ohio Ferro-Allows Corp., USA, (1983) Jue, p. 9, C
Ormet Corp., USA, Oct., p. 6, C
Penn-Dixie Industries, Inc., (1980) USA, Feb., p. 7, C
Penn-Dixie Steel Corp., IN, USA, March, p. 5, D
Phelps Dodge Corp., (smelting and refining operations), USA, (1983) and other unions, June, p. 8, C
Phoenix Steel Corp., USA, Dec., p. 5, C
Phelps Dodge Corp., (smelting and refining operations), Arizona, USA (1982), June, p. 11, C
Republic Steel Corp., USA, March, p. 5, D
Republic Steel Corp., (various locations), USA, (1984) May, p. 6, D
Reynolds Metals Co., Alloys Plant and Reduction Plant, Trades Council, IAM, IBFO, (1983) Apr., p. 7, C
Reynolds Metals Co., ABGW, (1983) Aug., p. 10, S

Revere Copper and Brass, Inc., USA, (1982) July, p. 10, C, June, p. 10, D
Revere Copper Products, Inc., MESA, May, p. 7, D
Reynolds Metals Co., USA, July, p. 7, C
Sharon Steel Corp., USA, Feb., p. 7, D
Sheller-Globe Corp., AIW, (1982) June, p. 9, C
Shenango, Furnace Co., Shenango, Inc., Subsidiary, Buffalo, NY,; Shayesville and Neville Island, PA, USA, (1983) Aug., p. 11, C
Standard Steel, a div. of Titanium Metals Corp., USA, Jan., p. 7, D
Stockham Valves & Fittings, Inc., USA, July, p. 7, S
Teledyne Wah Change Albany, OR, USA, Dec., p. 5, C
U.S. Steel Corp., USA, Feb., p. 6, D
Valley Mould and Iron, a division of Microdot, Inc., OH, USA, (1983) Aug., p. 13, C
Wagner Castings Co., AIW, (1984) Nov., p. 6, C
Wayne Castings Co., (IL), AIU, (1983) July, p. 6, S
Weirton Steel, Indep., (1982) Sept., p. 8, C, D
Wagner Castings Co., AIW, Oct., p. 7, C
Wheeling-Pittsburgh Steel Corp., Dec., p. 1, S
White Consolidated Industries, Inc., Blaw-Knox Co., various locations, USA, Dec., p. 5, C

Fabricated metal products

Aluminum Co. of America, OH, UAW, Nov., p. 7, C
Aluminum Co. of America (CA), UAW, (1982) Aug., p. 11, C
American Can Co., IAM, (1982) May, p. 14, C
American Can Co., (various locations), IAM, (1983) Apr., p. 8, D
American Can Co., Continental Group, Inc., National Can Corp., and Crown, Cork & Seal Co., USA, Nov., p. 7, C
American Standard Inc., KY, Trades Council, Nov., p. 7, C
Atlas Crankshaft Corp., OH, UAW, Nov., p. 7, C
Babcock and Wilcox Co., OH, MS, TX, BBF, Mar., p. 6, C
Bendix Corp., Kansas City Div., IAM, Aug., p. 6, C
California Metal Trades Assn., BBF, (1983) Mar., p. 12, C
Century Brass Products Inc., UAW, (1983) Aug., p. 14, D
Combustion Engineering, Inc., USA, (1982) July, p. 10, C
Combustion Engineering, Inc., TN, BBF, Nov., p. 7, S
Commercial Shearing Inc., USA, (1983) Oct., p. 6, C
Continental Can Co., UPIU, (1982) Nov., p. 5, S
Continental Can Co., Inc., (Hodge, LA) UPIU, (1983) June, p. 6, D
Continental Group, Inc., IAM, Nov., p. 7, C
Emhart Industries, Inc., CT, IAM, Nov., p. 7, S
Fisher Controls Co., IA, UAW, Nov., p. 7, C
FMC Corp., MN, UAW, Nov., p. 8, C
Foster Wheeler Energy Corp., IAM, (1982) Aug., p. 8, S
Hollow Metal Door and Buck Assn., Inc., CJA, (1984) Aug., p. 8, D
ITT Grinnel Corp., PA, IMAW, Jan., p. 7, S
Jos. Schlitz Brewing Co., Container Div., USA, (1983) Oct., p. 6, C
Kelsey-Hayes Heinz Div., UAW, (1983) Oct., p. 6, C
Kohler Co., WI, UAW, Nov., p. 8, C
Ladish Co., IAM, (1983) Feb., p. 6, C
Martin Marietta Corp., Aersopace Div., UAW, Nov., p. 7, C
Master Lock Co., WI, UAW, Nov., p. 7, C
Mirro Corp., (formerly Mirro Aluminum Co.), USA, (1984) July, p. 13, D
National Lock Div. of Keystone Consolidated Industries, UAW, (1983) June, p. 10, C
Norris Industries, Inc., CA, UAW, Nov., p. 8, C
Olin Corp., IL, IAM, July, p. 8, C
Remington Arms Co., Inc., NY, Indep., Jan., p. 7, S
Rockwell International Corp., USA, (1983) Oct., p. 7, D
Rockwell International Corp., Atomics International Div., Rocky, Flats Plant, CO, USA, Nov., p. 8, C
Stanadyne, Inc., UAW, (1983) July, p. 7, C
Stanley Works, IAM, CT, Aug., p. 6, S
Textron Inc., CWC Castings Div., (MI), UAW (1982) Apr., p. 6, S
True Temper Corp., USA, (1984) May, p. 8, C
United States Steel Corp., American Bridge Div., USA, (1982) Nov., p. 8, C
West Bend Co., AIW, (1984) Dec., p. 5, D
Western Steel Council, BSOIW, (1984) July, p. 13, D
William Powell Co., USA, (1984) May, p. 8, C
J.H. Williams, Co., USA, (1983) June, p. 10, D
Wire and Metal Products Manufacturers Guild, Inc., IBT, (1983) Oct., p. 6, D
Wyman-Gordon Co., Inc., MA, USA, Aug., p. 6, C

Machinery, except electrical

AFC Industries Inc., W-K-M Valve Div., IAM, (1982) Apr., p. 8, D
Acme-Cleveland Corp., MESA, (1982) Oct., p. 9, C
Allis-Chalmers Corp., UAW, (1983) Mar., p. 12, S
Allis-Chalmers Corp., MO, USA, Dec., p. 6, C
Amana Refrigeration, Inc., TN, IAM, (1983) p. 14, D
American Standard Corp., WI, IAM, Oct., p. 8, S
Avco Corp., New Idea Div., USA, (1984) Oct., p. 7, C
Beloit Corp. (Beloit, WI), IAM, (1984) May, p. 9, C
Beloit Corp., Paper Machine Div., IAM, (1983) July, p. 9, C
Borg-Wagner Corp., York Div., PA, UAW, Nov., p. 8, D
Briggs and Stratton Corp., AIWU, (1982) Aug., p. 13, D, Mar., p. 11, C
Brunswick Corp., Mercury Marine Div., WI, IAM, June, p. 10, D
Bucyrus-Erie Co., PA, WI, April, p. 8, C
Buffalo Forge Co., USA, (1983) Oct., p. 7, D
Burroughs Corp., UAW, (1983) Jan., p. 15, C
California Metal Trades Assn., IAM, (1982) Sept., p. 13, C, Apr., p. 10, D
Cameron Iron Works, Inc., IAM, Dec., p. 5, D
Carrier Corp., Elliot Co. Div., USA, (1984) July, p. 14, C
Carrier Corp., NY, Dec., p. 5, S
Carrier Corp., TN, SMW, June, p. 9, S
J.I. Case Co., UAW, Oct., p. 7, C
Caterpillar Tractor Co., UAW, Oct., p. 7, C
Caterpillar Tractor Co., IL, IAM, Dec., p. 6, C
Caterpillar Tractor Co. (CA), IAM, (1983) May, p. 9, C
Chicago Pneumatic Tool Co., IAM, (1984) Nov., p. 6, C
Clark Equipment Co., Industrial Truck Div. AIWU, (1983) Feb., p. 8, C
Colt Industries, Inc., CT, UAW, Feb., p. 8, D
Colt Industries Inc., Fairbanks Morse Div., USA, (1983) Aug., p. 15, D
Cooper Energy Services, Inc., USA, (1983) July, p. 8, C
Copeland Corp., OH, IUE, July, p. 9, S
Cummins Engine Co., Inc., IN, Indep., Oct., p. 8, C
Danly Machine Corp., IL, USA, April, p. 9, S
Deere & Co., UAW, (1983) Oct., p. 7, C
Deere Horicon Workers, IAM, (1983) Oct., p. 7, C
Dresser Industries, Dresser-Clark Div., NY, USA, Nov., p. 8, C
Dresser Industries, IL, UAW, Dec., p. 6, S
Duriron Co., Inc., USA, (1982) May, p. 17, D
Electric Wheel Co., Div. of Firestone Tire & Rubber, UAW, (1982) Oct., p. 8, C
Elliot Co., Div. of Carrier Corp., USA, (1983) July, p. 7, S
Fafnir Bearing Co., CT, UAW, July, p. 9, C
FMC Corp., Bearing and Chain Div., USA, (1983) July, p. 9, C
Gardner-Denver Co., IAM, (1983) Mar., p. 12, C
GTE Lenkurt, Inc., NM, IBEW, (1983) p. 15, D
Harnischfeger Corp., WI, USA, Oct., p. 8, C
Holley Carburetor, Div. of Colt Industries, Inc., (Paris, TN), UAW, (1983) July, p. 8, S
Hoover Co., (OH), IBEW), (1983) Aug., p. 15, C
Hughes Tool Co., Oil Tool Div., TX, USA, TX, Oct., p. 7, D
Hyatt Clark, Inc., NJ, USA, Oct., p. 7, D
Hyster Co., Inc., (1983) Jan., p. 14, C
Ingersoll-Rand Co., NY, IUE, July, p. 2, S
Ingersoll-Rand Co., USA, (1983) July, p. 8
International Harvester Co., UAW, Oct., p. 7, D
J.I. Case Co., UAW, (1984) July, p. 13, C
Joy Manufacturing Co., IAM, (1983) July, p. 8, C
Kenworth Motor Truck Co. and Dart Truck Co., UAW, (1982) Feb., p. 9, C
Kopper Co., Inc., Metal Products Div., IAM, (1984) Dec., p. 6, S
Lufkin Industries, Inc., various unions, (1982) Nov., p. 7, S
Magic Chef, Inc., Admiral Div., IAM, (1983) Aug., p. 12, C
Magic Chef Inc., Norge Div., IL, IAM, (1983) p. 15, D
Marion Power Shovel Co., a subsidiary of Pittsburgh Coke and Chemical Corp., OH, USA, June, p. 9, D
Massey-Ferguson, Inc., UAW, (1984) July, p. 13, C
Mesta Machine Co., USA, (1983) Aug., p. 14, C
Morse Chain Co., IAM, (1984) Aug., p. 8, C
Outboard Marine Corp., Johnson Div., Waukegan, IL, IAM, Oct., p. 8, D
PT Components, IN, USA, Nov., p. 8, C
Reed Tool Co., USA, (1983) Aug., p. 15, C
Reliance Electric Co., USA, (1984) Nov., p. 7, C
Rexnord, Inc., Nordberg Machinery Group, USA, (1983) Feb., p. 8, C
Rexnord Inc., West Milwaukee Operations, USA, (1982) May, p. 17, C
Rheem Manufacturing Co., AR, USA, Dec., p. 5, C
Rockwell International, TMW Div., USA, (1983) Oct., p. 7, D
Sealed Power Corp., MI, UAW, Oct., p. 8, C
Sperry Rand Corp., Univac Div., IBEW, MN, June, p. 10, D
Sperry Rand Corp., Sperry-Vickers Div., (Joplin, MO), AIW, (1982) July, p. 16, D
Sperry Rand Corp., (MO), AIW, (1983) July, p. 16, D
Sundstrand Corp., IL, UAW, May, p. 7, D
Tecumseh Products Co., Marion Div., UAW, Dec., p. 6, D
Tecumseh Products, Lauson Engine Div., WI, IAM, Nov., p. 8, C
Tecumseh Products Co., MI, Indep., June, p. 10, D
Timken Co., OH, USA, July, p. 9, S
Torrington Co., UAW, (1983) June, p 11, C
Trane Co., (WI), IAM, (1984) Sept., p. 9, C
Warner & Swasey Co., Turning Machine Div., (OH), IAM, (1983) Sept., p. 8, D
Washington Metal Trades, 8 unions, (1983) July, p. 10, S
Wean United Inc., USA, (1983) Aug., p. 15, C
Westinghouse Electric Corp., Thermo King Div., USA, (1982) Apr., p. 9, C
Westinghouse Electric Corp., Marine Div., IAM, (1982) Apr., p. 10, C
White Motor Corp, White Farm Equipment Subs., UAW, (1983) Jan., p. 15, C
Worthington Corp., NJ, USA, Oct., p. 7, C

Electrical and electronic equipment

Allen-Bradley Co., WI, UE, Sept., p. 14, C
Amana Refrigeration, Inc., IA, IAM, Sept., p. 14, D
Amana Refrigeration, Inc., TN, IAM, Feb., p. 9, S
AT&T Technologies, National, CWA, Sept., p. 13, D, C
AT&T Technologies, National, IBEW, Sept. p. 13, D, C
AT&T Technologies, AK, IL, IBEW, Sept., p. 14, C
AVX Corp., AVX Ceramics Div., (SC) IBEW, (1983) Feb., p. 8, S
Bell Laboratories, Inc., CWA, Sept., p. 13, C, E
Bendix Corp., Electrical Components Div., NY, Dec., p. 6, C
Bendix Corp., (OH), UAW, (1983) July, p. 11, C
Bunker-Ramo Corp., IBEW, (1983) July, p. 11, D
Champion Spark Plug Co., UAW, Oct., p. 9, C
Clark Equipment Co., Industrial Truck Div., AIW, (1982) Nov., p. 12, C
Crouse-Hinds Co., NY, IBEW, March, p. 7, D
CTS Corp., UAW, (1982) July, p. 11, C
Cutler Hammer, Inc., IAM, (1982) Mar., p. 13, D
Design and Manufacturing Corp., IN, UAW, Oct., p. 9, C
Eagle Electric Manufacturing Co., NY, UAW, Oct., p. 9, S
Eltra Corp., Prestolite Div., UAW, Sept., p. 13, S
Eureka Co., Div. of National Union Electric Corp., IL, IAM, Dec., p. 6, C
Fluorescent lighting fixture manufacturers (Los Angeles), IBEW, (1982) July, p. 18, D
Ford Aerospace and Communications Corp., (Ind.) IUE, (1983) p. 13, C
Ford Electronics and Refrigeration, IN, IUE, Dec., p. 6, C
Ford Aerospace and Communications Corp., UAW (1982) Dec., p. 12, C
General Motors Corp., NY, NJ, OH, IUE, Oct., p. 9, C
General Electric Co., 12 unions, Aug., p. 1, S, Sept., p. 13, S
General Electric Co., (IL), SMW, (1982) Feb., p. 10, C
General Electric Co., KY, AIW, (1982) May, p. 19, C
General Motors Corp., NY, NJ, OH, IUE, July, p. 10, C
Gibson Products Corp., MI, UAW, Nov., p. 9, D
Globe-Union, Inc., AIW, (1982) Oct., p. 13, D, C
Gould, Inc., UAW, (1983) Aug., p. 16, S
Gould, Inc., IBEW, April, p. 9, D
GTE Automatic Electric, Inc., various unions, IL June, p. 10, S
GTE Automatic Electric Co., AL, CWA, Feb., p. 9, D
GTE Lenkurt, IBEW, (1983) July, p. 12, C
GTE Lenkurt, (Alburquerque), IBEW, (1982) May, p. 21, S
GTE Sylvania Inc., various unions, Oct., p. 9, S
Honeywell, Inc., (PA), IUE, (1984) July, p. 15, S
Hoover Co., OH, IBEW, Oct., p. 9, C
Hughes Aircraft Co., CJA, Sept., p. 14, D
Hughes Helicopter Co., CA, CJA, Nov., p. 9, C
ITT Avionics and ITT Defense Communications, NY, NJ, IUE, Nov., p. 8, S
Leviton Manufacturing Co., Inc., NY, IBEW, Sept., p. 13, D
Leviton Manufacturing Co., Inc., RI, IBEW, May, p. 7, D
Litton Industries, Inc., Sioux Falls, SD, UE, Sept., p. 14, D
Magic Chef, Inc., IMAW, (1984) May, p. 10, D
Magic Chef, Inc., IAM, Dec., p. 6, D
Magnavox Consumer Electronics Co., TN, IUE, July, p. 10, D
Magnavox Co., IN, AIW, Oct., p. 9, C
Maytag Co., IA, UAW, July, p. 11, C
McGraw-Edison Co., Bussman Mfg. Div., Ind., (1982) Sept., p. 15, C
McGraw-Edison Power Systems Group, PA, USA, April, p. 10, S
Magic Chef, Inc., Admiral Div., IAM, (1984) Aug., 10, C
Magic Chef, Inc., TN, IMAW, May, p. 7, D
Magic Chef, Inc., Norge Div., (1984) IAM, Dec., p. 7, D
Manufacturers of Illumination Products, Inc., New York, NY, IBEW, July, p. 10, D
Maytag Co., IA, UAW, Oct., p. 10, C
New York Lamp and Shade Manufacturers Assn., IBEW, June, p. 10, D
Norris Industries, Inc., UAW, (1982) Sept., p. 13, C
Rauland Div., Zenith Radio Corp., IL, IBEW, Nov., p. 9, C
Raytheon Co., IBEW, (1982) Sept., p. 4, D
RCA Corp., NJ, Ind., July, p. 10, D
RCA Corp., National, IBEW, IUE, July, p. 10, C
Reliance Electric Corp., IUE, (1983) Aug., p. 16, S
Rockwell International-Collins Radio Group, IBEW, IUE, IAM, Nov., p. 8, C
Roper Corp., 6 unions, (1980) Sept., p. 12, D
Sanyo Manufacturing Corp. AR, IUE, Dec., p. 6, S
Singer Manufacturing Co., IUE, Nov., p. 11, S
Speed Queen Co., WI, USA, Oct., p. 10, C
Sprague Electric Co., IUE, (1982) June, p. 11, D, C
Sprague Electric Co., various unions, (1984) June, p. 8, C
Square D Co., IBEW, (1984) Nov., p. 7, S
Stackpole Carbon Co., IUE, (1984) Dec., p. 6, S
Teletype Corp., subsidiary of Western Electric Co., Inc., (IL), IBEW, (1984) Aug., p. 10, D
United Technologies, Inc., MS, IUE, Oct., p. 9, C
Universal Manufacturing Corp., MS, IBEW, Feb., p. 9, S
Universal Manufacturing Corp., IBT, (1982) Oct., p. 12, D
Wagner Electric Corp., IBEW, (1983) May, p. 11, C, D
Wagner Electric Corp., IUE, (1982) May, p. 20, C
Western Electric Co., Inc., IBEW, (1982) Sept., p. 10, C, D
Western Electric Co., Inc., CWA, (1982) Aug., p. 13, S
Westinghouse Corp., IUE, IBEW, IAM, Oct., p. 8, S
Westinghouse Corp. (salaried employees), indep. unions, Oct., p. 8, S
Whirlpool Corp., MI, IAM, Dec., p. 6, C
Whirlpool Corp., IN, IUE, Oct., p. 9, C
Whirlpool Corp., AR, AIW, Nov., p. 9, C
Whirlpool Corp., MN, IBT, Feb., p. 9, C
White Consolidated Industries Inc., IBEW, (1982) Sept., p. 13, C
White-Westinghouse, IUE, Oct., p. 9, C
Zenith Electronicss Corp., Evansville, IN, IUE, July, p. 10, S
Zenith Radio Corp., MO, IBEW, April, p. 10, S
Zenith Radio Corp., (Chicago), Ind., Sept., p. 14, C
Zenith Radio Corp., (IL), Ind., (1983) July, p. 11, D, C

Transportation equipment

AFC Industries, Inc., Amcar and SCL Divs., USA, (1984) July, p. 16, C
ACF Industries, Inc., American Car and Foundry Div., various unions, (1983) May, p. 13, D
Alabama Drydock and Shipbuilding Co., IUMSW, (1982) Jan., p. 11, D
AM General Corp., IN, UAW, Nov., p. 10, S
American Motors Corp., UAW, Aug., p. 2, S, Oct., p. 12, S
American Motors Corp., Jeep Plant, UAW, March, p. 1, S
AMF Inc., Harly-Davidson Motor Co., Inc. Div., AIW, (1984) May, p. 11, S
Avco Corp., Nashville, IAM, Nov., p. 10, C
Avco Corp., CT, UAW, Dec., p. 7, C
Avco Corp., Lycoming Division, PA, UAW, Dec., p. 7, C
Bath Iron Works Corp., ME, IUMSW, Jan., p. 10, D
Beech Aircraft Corp., IAM, Sept., p. 15, D
Bell Helicopter Co., (Ft. Worth), UAW, (1983) Oct., p. 11, C; June, p. 14, D
Bendix Corp., UAW, Nov., 9, C
Bethlehem Steel Corp., Shipbuilding Dept., IUMSW, (1984) May, p. 10, C
Boeing Co., IAM, Oct., p. 10, D
Boeing Co., Vertol Div., UAW, (1983) Aug., p. 18, C
Boeing Services International Inc., IAM, (1984) Apr., p. 12, D
Borg-Warner Corp., Warner Gear Div., UAW, (1984) May, p. 13, S
Budd Co., UAW, May, p. 2, S
Cessana Aircraft Co., IAM, (1984) Nov., p. 8, S
Chrysler Corp., UAW, Nov., p. 1, S, Dec., p. 6, S
Chrysler Corp., Dayton, OH, IUE, July, p. 1, S
Clark Equipment Co. (Buchanan, MI), UAW, (1983) May, p. 13, C
Clark Equipment Co. (Jackson, MI), UAW, (1983) Mar., p. 15, C
Dana Corp., IN, AIW, Dec., p. 8, C
Dana Corp., UAW, Oct., p. 10, C
Dana Corp., Weatherhead Div., IN, Nov., p. 10, C
Dana Corp., Parish Div., PA, USA, Dec., p. 7, C
Dravo Corp., IMUSW, (1983) July, p. 13, C
Eaton Corp., Transmission Div. (Kalamazoo), AIW, (1982) Jan., p. 11, C
Eaton Corp., (1982) Sept., p. 16, C
Fairchild Republic, Inc., NY, IAM, Nov., p. 10, C
FMC Corp., San Jose Div., IAM, (1983) Apr., p. 12, D
Ford Motor Co., UAW, Oct., p. 10, C
Freightliner Corp., IAM, 4 unions, Aug., p. 3, S, Dec., p. 8, C
Gates Learjet Corp., IAM, (1983) Mar., p. 15, C
General American Transportation Corp., USA, (1983) Nov., p. 12, S
General Dynamics Corp., MA, IUMSW, Oct., p. 10, D
General Dynamics Corp., Electric Boat Div., (1984) July, p. 17, D
General Dynamics Corp., Electric Div., CT, MTC, Feb., p. 10, S
General Dynamics Corp., (Fort Worth, TX), OPEIU, Dec., p. 7, C
General Dynamics Corp., (Fort Worth, TX), IAM, Jan., p. 1, S, Dec., p. 7, C
General Dynamics Corp., Convair Aerospace Div., IAM, Nov., p. 9, C
General Dynamics Corp., Land Systems Div., UAW, (1984) Sept., p. 11, D
General Dynamics Corp., Pomona Div., IAM, Aug., p. 3, S, Nov., p. 10, C
General Electric Co. (Evendale, OH), UAW, (1982) Apr., p. 12, C
General Motors Corp., UAW, Oct., p. 10, C
General Motors Corp., Saturn subs., UAW, Sept., p. 1, S
Goodyear Aerospace Corp., OH, UAW, Oct., p. 12, C
Hayes International Corp., AL, UAW, Dec., p. 7, C
Howmet Corp., MI, UAW, Aug., p. 6, S
Huffy Corp., OH, USA, June, p. 11, D
Hughes Aircraft Co., AZ, IAM, June, p. 12, D
Hyatt Clark Industries, UAW, Feb., p. 3, S
International Harvester Co., Solar Div., (1982) June, p. 13, C
Jacksonville Shipyards, Inc., FL, BBF, Oct., p. 11, S
Kelsey-Hayes Co., Detroit, UAW, Dec., p. 8, C
Litton Systems, Inc., Ingalls Shipbuilding Div., MS, MTC, Sept., p. 15, D
Lockheed Aircraft Corp., Lockheed-Georgia Co., IAM, Nov., p. 9, C
Lockheed Aircraft Corp., Lockheed-California Nov., p. 10, C
Lockheed Missiles and Space Co., IAM, Nov., p. 9, C
Lockheed Shipbuilding and Construction Co., MTC, (1983) Dec., p. 9, S

Mack Trucks, Inc., UAW, Oct., p. 10, C

Maryland Shipbuilding and Drydock Co., IUMSW, (1984) May, p. 11, D

McDonnell Douglas Corp., St. Louis, IAM, Dec., p. 8, C

McDonnell Dougles Corp., West Coast, IAM, Nov., p. 10, C

McDonnell Douglas Corp., CA, UAW, Nov., p. 10, C

Monroe Auto Equipment Co., UAW, (1982) Jan., p. 10, D

Motor Wheel Corp., MI, AIW, Dec., p. 5, C

National Steel and Shipbuilding Co., various unions, Oct., p. 13, D

New United Motor Mfg., Co., UAW, Aug., p. 2, S

Newport News Shipbuilding and Drydock Co., VA, USA, March, p. 8, D

Norfolk Shipbuilding and Drydock Co., BBF, (1983) Nov., p. 13, D; Oct., p. 11, C

Northrop Worldwide Aircraft Services, Inc., IAM, Feb., p. 9, D

Pacific Coast Shipbuilders, various unions, Feb., p. 11, D

Pennsylvania Shipbuilding Co., BBF, March, p. 7, S

Piper Aircraft Corp., IAM, (1982) Apr., p. 12, C

Pullman Standard, Div. of the M.W. Kellogg. Co., USA, (1983) Nov., p. 11, D; Apr., p. 11, D, C

Rockwell International, UAW, Nov., p. 9, C

Rockwell International (PA), USA, (1983) Jan., p. 18, C

Rohr Corp., CA, IAM, Oct., p. 13, C

Schwinn Bicycle Co., Inc., (1982) Nov., p. 14, D

A.O. Smith Corp., [illegible], WI, Dec., p. 8, C

Solar Trubines, Inc., Ca, IAM. April, p. 12, S

Stewart-Warner Corp., UE-I, (1984) Dec., p. 8, D

Teledyne Continental Motors, MI, UAW, Nov., p. 10, C

Todd Shipyards, Los Angeles Div., IUMSW, (1984) July, p. 17, S

TRW, Inc., (Cleveland), Ind., (1984) Nov., p. 8, D

TRW, Inc. (PA), Ind., (1982) July, p. 14, C

Trico Products Corp., NY, UAW, Oct., p. 11, S

United Technologies Corp., (FL R and D Center), IAM, (1983) May, p. 13, C; Jan., p. 18, D

United Technologies Corp., Diesel Systems, MA, IUE, Nov., p. 9, C

United Technologies Corp., Hamilton-Standard Div., CT, IAM, Oct., p. 11, C

Volkswagen of America, Inc., UAW, (1983) May, pp 2, 12, S

Vought Corp., UAW, Aug., p. 3, S

Westinghouse Air Brake, PA, UE, Dec., p. 7, C

Instruments and related products

Ametek, Inc., IAM, (1984) Aug., p. 12, C

Bulova Watch Co., Inc., NY, Ind., Feb., p. 11, D

Fisher & Porter Co., PA, Indep., May, p. 9, D

Honeywell, Inc., MN, Feb., p. 12, D

Johnson and Johnson, ACTWU, (1983) Sept., p. 10, S

Lear-Siegler, Inc., Instrument Div., UAW, (1984) July, p. 17, C

Leeds & Northrup Co., PA, UAW, Sept., p. 16, D

Robertshaw Controls Co., CA, UAW, May, p. 9, D

Sperry Rand Corp., IUE, (1983) Sept., p. 10, D

Timex Corp., Ind., Nov., p. 8, D

Xerox Corp., NY, ACTWU, Nov., p. 15, C

Miscellaneous manufacturing

Armstrong Cork Co., PA, URW, Feb., p. 12, S

Bic Pen Corp., CT, URW, Dec., p. 8, D

International Silver Co., USA, (1983) Mar., p. 16, D

Jewelry Manufacturers Association, Inc., JWI, (1983) Mar., p. 16, D

Johnson and Johnson and Ethicon, Inc., New York, NY, ACTWU, May, p. 9, S

Kenner Products Div. of CPG Products Corp., OH, AIW, Jan., p. 12, D

Lear-Siegler, Inc., (MI), UAW, (1982) Nov., p. 16, C

Milton Bradley Co., RWDSU, MA, July, p. 12, S

National Association of Doll Manufacturers, Inc., DTPN, (1984) July, p. 18, D

Questor Corp., Spaulding Div., BBF, (1983) p. 24, S

Sheaffer Eaton Pen Co., IA, UAW, April, p. 13, D

Spaulding div. of Questor Corp., BBF, (1982) Sept., p. 18, D

Stuffed Toy Manufactures Association, Inc. DTPN, (1984) July, p. 18, D

NONMANUFACTURING

Mining

Anaconda Co., USA, IBT, MTC, (1983) July, p. 12, C

Anthracite Operators Wage Negotiating Committee, UMW, Dec., p. 8, S

Anamax Mining Co., USA, (1983) July, p. 15, C

Bituminous Coal Operators Assn., UMW, Oct.,

Bunker Hill Co., USA, (1982) Aug., p. 15, D

Climax Molybdenum Co., OCAW, July, p. 12, D

Duval Sierrita Corp., USA, IBT, (1983) Sept., p. 10, C

Homestake Mining Co., SD, USA, Oct., p. 13, D

Iron ore mining companies, USA, Dec., p. 8, C

Inspiration Consolidated Copper Co., AZ, various unions, Nov., p. 11, C

Kennecott Corp., USA and other unions, Nov., p. 10, C

Inspiration Consolidated Copper Co., AZ, various unions, April, p. 13, C

Magma Copper Co., AZ, USA, Nov., p. 11, C

Phelps Dodge Corp., USA, (1983) July, p. 15, C

Tennessee Chemical Co., TN, ICW, June, p. 12, S

White Pine Copper Co., USA, (1983) July, p. 14, C

Construction

(Entries listed alphabetically by State and then alphabetically by employers' name)

Association of Bituminous Contractors, UMW, (1984) Mar., p. 12, C; July, p. 18, C

Mid-South Erectors Assn. LA, TX, OK, AR, and MS, BSOIW, Aug., p. 7, S

National Fire Sprinkler Assn., PPF, July, p. 12, S

National Electrical Contractors Assn., American Line Builders Chapter (various locations), IBEW, (1984) Feb., p. 12, S; Dec., p. 9, S

Northeastern States Area Agreement, various unions, BBF, Dec., p. 8, D

Ohio Contractors Assn., OH, WV, IBT, (1984) Feb., p. 12, S

Pipeline Contractors Assn. (National), PPF, (1984) p. 12, D

South Central States Agreement (AR, TX, OK, LA), BBF, (1983) Dec., p. 10, D

Southern States area agreement, BBF, Feb., p. 12, S

Southern Dredge Owners (S. MD to FL), IUOE, (1984) Feb., p. 12, D

Western Field Construction Negotiating Committee (9 Western States), BBF, (1984) Jan., p. 16, S; Nov., p. 11, S

Tri-State Contractors Assn. (OH, KY, WV), CJA, (1984) July D

Alabama

Associated General Contractors of America, Inc. (Mobile), BCTC, (1984) May, p. 15, D

Associated General Contractors of America, Inc., Southern AL, Nov., p. 13, S

Alaska

Associated General Contractors of America, Inc., (Anchorage), CJA, May, p. 10, S

Associated General Contractors of America, Inc., (Anchorage), IBT, 1984 Nov., p. 12, S

Associated General Contractors of America, Inc., IUOE, 1984 Oct., p. 18, S

Associated General Contractors of America, Inc., LIUNA, 1984 Oct., p. 18, S

National Electrical Contractors Assn., IBEW, 1984 July, p. 27, S

Arizona

Air Conditioning Contractors, SMW, Nov., p. 14, S

Arizona Steel Field Erectors Assn., BSOIW, (1984) Nov., p. 11, S

Associated General Contractors of America,Inc., (commercial and heavy-highway), CJA, (1984) June, p. 14, D

Associated General Contracts of America, Inc., IUOE, (1984) July, p. 24, D

Associated General Contractors of America, Inc., OPCM, (1984) June, p. 14, D

Associated General Contractors of America, Inc., LIUNA,, (1984) Feb., p. 13, S; June, p. 14, D

National Electric Contractors Assn., Phoenix, IBEW, Jan., p. 14, S

Plumbing and Air Conditioning Contractors (Phoenix), PPF, (1984) Apr., p. 15, S

Arkansas

Associated General Contractors of America, Inc., CJA, (1983) Dec., p. 12, D

Associated General Contractors of America, Inc., LIUNA, (1983) Dec., p. 12, D

South Central Employers (AR, OK, TX, LA), BBF, (1984) Aug., p. 16, S

California

Air Conditioning and Refrigeration Contractors Association of Southern California, Inc. Gardena, PPF, Nov., p. 15, S

Associated General Contractors of America, Inc. (San Diego), CJA, (1983) Aug., p. 25, S

Associated General Contractors of America, Inc. (46 northern counties) CJA, (1984) July, p. 25, C

Associated General Contractors of America, Inc., (Northern CA—pile drivers), CJA, (1984) July, p. 25, C

Associated General Contractors of America, Inc. (Northern CA), IUOE, (1984) July, p. 25, D

Associated General Contractors of America, Inc., Southern CA, CJA, Oct., p. 17, D

Associated General Contractors of America, Inc., (Southern CA), OPCM, Oct., p. 17, D

Associated General Contractors of America, Inc. (San Diego), IUOE, Aug., p. 10, S

Associated General Contractors of America, Inc. and Iron Worker Employers of California and Nevada, BSOIW, Oct., p. 16, D

Associated General Contractors of America, Inc. (N. CA), LIUNA, (1984) June, p. 14, D

Associated General Contractors and other assns., IUOE,, Nov., p. 15, S

Associated General Contractors of America, Inc., Southern CA except San Diego, LIUNA, Oct., p. 17, D

Associated General Contractors of America, Inc.; and Engineering and General Contractors Assn. San Diego, LIUNA, Dec., p. 10, D, Aug., p. 10, S

Associated General Contractors of America, inc. (tunnel agreement), (Northern CA), LIUNA, July, p. 25, D

Associated General Contractors of California, Inc., Southern California, PPF, Nov., p. 15, S

Associated General Contractors of America, Inc. (North and Central CA), OPCM, July, p. 25, C

Associated General Contractors of America, Inc., Southern CA, IBT, Nov., p. 15, S

Associated Roofing Contractors of the Bay Area (Northern California), RDWW, (1982) Mar., p. 13, D

Association of Plumbing Mechanical Contractors of Sacramento, Inc., PPF, Aug., p. 10, S
Building Industry Assn. of Northern California, CJA, (1984) July, p. 25, C
Building Industry Assn. (San Diego), CJA, Jan., p. 17, S; June, p. 14, D
Calfornia Conference of Mason Contractors Assns., Inc. (Southern CA), LIUNA, (1984 Feb., p. 13, S
Contracting Plasters Assn. of Southern California, LIUNA, (1983) Nov., p. 15, S
Contracting Plasterers Assn. of Souther California, OPCM, (1983) Nov., p. 15, S
Executive Council of the Mason Contractors Exchange of Southern CA, Inc. (formerly California Conference of Mason Contractors Assn., Inc., BAC, (1984) June, p. 14, S
Floor covering associations, Los Angeles, PAT, Nov., p. 15, S
Independent contractors, San Diego County, CJA, Jan., p. 14, D
Mechanical Contractors Council of Central California, PFF, (1984) Jan., p. 17, D; Oct., p. 18, S
Mechanical Contractors Assn. of Northern CA Oakland, PPF, Oct., p. 17, D
Mechanical Contractors of Northern California Inc. (San Francisco), PPF, (1984) Nov., p. 12, S
National Electrical Contractors Assn. (Los Angeles), IBEW, (1984) July, p. 27, C
National Electrical Contracts Assn., Alameda County, IBEW, Oct., p. 17, S
National Electrical Contractors Assn. Orange County, IBEW, Nov., p. 15, S
National Electrical Contractos Assn. (San Francisco), IBEW, (1984) July, p. 26, S
National Electrical Contractors Assn. (San Diego), IBEW, (1984) July, p. 26, S
National Electrical Contractors Assn. (Santa Clara County), IBEW, July, p. 16, S
Northern California Drywall Contractors Assn., PAT, (1984) Nov., p. 12, C
Painting and Decorating Contractors Assn., (Northern California), PAT, (1984) Nov., p. 12, C
Painting and Decorating Contractors Assn. (Central Coast agreement), PAT, (1984) Nov., p. 12, C
Painting and Decorating Contractors Assn., Los Angeles, PAT, Oct., p. 17, S
Painting and Decorating Contractors Assn., (Southern CA), PAT, (1984) Nov., p. 11, S
Piledriving Contractors Assn. (Northern California), CJA, (1983) Nov., p. 15, S
Plumbing, Heating, and Cooling Contractors of the Greater Bay Area, and other contractors (Northern California), PPF, (1984) Oct., p. 18, C
Roofing Contractors of Southern California, RWAW, (1982), Aug., p. 20, S
Plumbing and Piping Industry Council, Los Angeles, Oct., p. 17, D
Roofing Contractors of Southern California, RWAW, Sept., p. 17, D
Sheet Metal and Air Conditioning Contractors National Assn. Oakland, Nov., p. 15, S
Sheet Metal and Air Conditioning Contractors Assn., Los Angeles, SMW, Oct., p. 17, D
Southern California Contractors Assn., IUOE, Nov., p. 15, S

Colorado

Associated Building Contractors of America, Inc. and others (Denver), LIUNA, Feb., p. 13, S
Associated General Contractors of America, Inc. Denver, CJA, Dec., p. 10, D, Jan., p. 14, S
Associated General Contractors of America, Inc. BSOIW, June, p. 14, S
Associated General Contractors of America, Inc. CJA, Dec., p. 10, D
Associated General Contractors of America, Inc. and Colorado Contractors Assn. (Denver), IUOE, (1983) Dec., p. 13, D
Colorado Contractors (Denver), IBT, (1983) Oct., p. 16, D
Colorado Sheet Metal and Air Conditioning Contractors, SMW, (1983) Jan., p. 26, D
Contract Administration Fund of Northeastern Colorado; Refrigeration and Air Conditioning Contractors Assn., Denver, PPT, Aug., p. 9, S
Independent contractors, IUOE, Feb., p. 13, S
National Electrical Contractors Assn. IBEW, (1984) Aug., p. 19, S
Union Painting Contractors Assn. and others (Denver and Colorado Springs), PAT, (1984) Oct., p. 18, S

Connecticut

Associated General Contractors of America, Inc. (Central CT), (1984) July, p. 19, S
Associated General Contractors of America, Inc. CJA, April, p. 13, D
Associated General Contractors of America, Inc. (Hartford), LIUNA, (1984) July, p. 19, S
Associated General Contractors of America, Inc. and Connecticut Construction Industries Assn., Inc., IUOE, (1984) July, p. 19, S
Associated General Contractors of Connecticut Hartford, CJA, April, p. 13, D
Connecticut Construction Industries Assn., BAC, (1983) Feb., p. 20, D
Connecticut Construction Industries Assn., CJA, (1983) Dec., p. 10, S
Connecticut Construction Industries Assn., (New haven, IBT, (1984) June, p. 11, S
Connecticut Construction Industries Assn., LIUNA, (1984) July, p. 19, S

District of Columbia

Construction Contractors Council, IUOE, July, p. 13, S
Construction Contractors Council, CJA, Oct., p. 15, S
Construction Contractors Council, LIUNA, Sept., p. 17, S
Construction Contractors Council, (heavy construction), LIUNA, Sept., p. 16, S
Independent contractors, PAT, (1983) June, p. 18, D, C
Mason Contractors Assn. of Washington, DC, BAC, (1984) May, p. 14, D
Mechanical Contractors Assn. (plumbers), PPF, Nov., p. 12, S
Mechanical Contractors Assn., Inc., PPF (pipefitters), Nov., p. 13, S
National Electrical Contractors Assn., IBEW, Dec., p. 9, D, July, p. 13, S
Sheet Metal and Air Conditioning Contractors Assn., SMW, (1984) Aug., p. 15, S

Florida

Air Conditioning Refrigeration, Heating and Piping Assn., Inc. (Miami), PPF, (1984) Jan., p. 15, D; Oct., p. 15, S
Associated General Contractors of Southern Florida and others, LIUNA, Aug., p. 8, S
Associated General Contractors, Miami, IUOE, July, p. 13, S
Associated General Contractors of America, Inc. (Tampa and St. Petersburg), LIUNA, (1983) Dec., p. 12, D
Associated General Contractors of America, Inc. Southern Florida Chapter, IUOE, (1984) Oct., p. 16, D
Employers Assn., West Palm Beach, PPF, July, p. 13, S
Equipment Owners Assn., IUOE, (1984) Jan., p. 15, S
Independent contractors (South and Western FL), IOUE, (1984) Oct., p. 15, S
Industrial contractors (Jacksonville), CJA, (1984) July, p. 21, S
National Electrical Contractors Assn., Southern Florida Chapters, Miami, IBEW, Nov., p. 13, S
Northeast Florida Construction Management Negotiating Countil (Jacksonville, LIUNA), (1984) June, p. 12, S
Steel and Machinery Erectors Assn., Inc. (Tampa, St. Petersburg, and Lakeland), LIUNA, (1984) June, p. 12, S

Georgia

Associated General Contractors of America, Inc. Atlanta, LIUNA, Aug., p. 8, S
Associated General Contractors of America, Northern and Central GA), IUOE, (1983) Aug., p. 21, S, AGC, CJA, (1983) Aug., p. 21, S
Association of Steel Erectors and Heavy Equipment Operators, Inc., Atlanta, BSOIW, Nov., p. 13, S
Association of Mechanical Contractors of Atlanta, PPF, Nov., p. 13, S
Associated General Contractors of America, Atlanta, CJA, Aug., p. 7, S
National Electrical Contractors Assn., Atlanta, IBEW, March, p. 9, D

Hawaii

Genral Contractors Labor Assn; Building Industry Labor Assn.; and independent contractors, OPCM, Sept., p. 18, D
General Contractors Labor Assn. and Building Industry Labor Assn. IUOE, Sept., p. 18, D
General Contractors Labor Assn. and Building Industry Labor Assn., LIUNA, Sept., p. 17, D
Hawaii Employers Council, CJA, Sept., p. 18, D, May, p. 10, S
Plumbing and Mechanical Contractors Assn., PPF, Nov., p. 15, S

Illinois

Associated General Contractors and others (North-Central, IL), LIUNA, Aug., p. 8, S
Associated General Contractors of America, Inc., Central, IL, CJA, June, p. 13, S
Associated General Contractors of America, Inc. (IL, except Chicago), IBT, (1984) May, p. 16, D
Associated General Contractors of America, Inc. Springfield, LIUNA, July, p. 15, S
Associated Builders Assn.; and Egyptian Contractors Assn. (Southern Illinois), CJA, (1983) June, p. 21, D
Associated Steel Erectors (Chicago), BSOIW, (1984) Aug., p. .17, S
Builders Association of Chicago, BAC, (1982) June, p. 21, D
Central Illinois Chapter, Associated General Contractors of America, Inc. and Allied Builders (Springfield), LIUNA, (1984) July, p. 22, S; Aug., p. 17, S
Chicago Roofing Contractors Assn., RWAW, (1984) July, p. 22, D
Concrete Contractors Assn. Builders Assn.; Illinois Road Builders Assn. (Cook Co.), OPCM, (1984) July, p. 22, S
Electrical Contractors Assn. Chicago, IBEW, Aug., p. 8, S
Fox River Valley Contractors Assn., LIUNA, (1984) Aug., p. 17, S
Fox River Valley Contractors, CJA, July, p. 15, S
Greater Peoria Contractors and Suppliers Assn., LIUNA, Aug., p. 9, S

Mechanical Contractors Assn. (Chicago), PPF, Aug., p. 8, S
Mid-American Regional Bargaining Assn. Chicago, BAC, Jan., p. 13, D
Mid-America Regional Bargaining Assn. (Chicago), CJA, (1984) Aug., p. 18, S
Mid-America Regional Bargaining Assn. (Chicago), LIUNA, (1984), Aug., p. 18, S
Mid-America Regional Bargaining Assn. (Chicago), IUOE, (1984) Aug., p. 18, S
Mid-America Regional Bargaining Assn. and Excavators, Inc. (Chicago), IBT, (1983) Aug., p. 23, S
Painting and Decorating Contractors Assn., Chicago, PAT, April, p. 14, D
Plumbing Contractors Assn. of Chicago and Cook County, PPF, Aug., p. 8, S
Quad-City Builders Assn., LIUNA, July, p. 15, S
Quad-City Builders Assn. (IL and IA), CJA, (1983) Oct., p. 15, S
Sheet Metal Contractors Assn. (Chicago), SMW, (1984) Aug., p. 17, S
Southern Illinois Builders Assn., CJA, Nov., p. 14, S
Southern Illinois Builders Assn. LIUNA, June, p. 13, S
Southern Illinois Builders Assn., CJA, Sept., p. 17, D
Southern Illinois Contractors Assn., Granite City, IUOE, Sept., p. 17, D
Southern Illinois Contractors Assn., LIUNA, Sept., p. 17, D
Underground contractors (Chicago), LIUNA, (1984), Aug., p. 18, S

Indiana

Associated General Contractors of America, Inc., IUOE, April, p. 4, D
Associated Building Contractors Terre Haute, IUOE, June, p. 13, S
Building Construction Agreement, LIUNA, (1984) Oct., p. 17, S
Building Contractors Assn., Indianapolis, CJA, Dec., p. 10, D
Calumet Builders Assn., BSOIW, (1982) Mar., p. 15, D
Calumet Builders Assn. and others, Gary, CJA, Oct., p. 16, S
Indiana Highway Assn., Inc., IUOE, May, p. 10, S
Indiana Highway Constructors, LIUNA, (1984) May, p. 16, S
Industrial Contractors and Builders Assn., BSOIW, Aug., p. 8, S
Mid-America Regional Bargaining Assn. (Gary, IN), CJA, (1982) June, p. 20, D
National Electrical Contractors Assn. Indianapolis (IBEW), (1984) Aug., p. 17, S
Tri-State Iron Workers Employers Assn., (IN, IL, KY), BSOIW, May, p. 10, S

Iowa

Heavy-Highway Labor Relations Council of Iowa and American Road Builders Assn. (Des Moines), IUOE, Jan., p. 13, S
Des Moines Construction Council, Inc., CJA, (1984) July, p. 24, S

Kentucky

Associated General Contractors of America, Inc. (heavy agmt.), IUOE, (1982) July, p. 25, D
Associated General Contractors of America, Inc. (highway agreement), Kentucky, IUOE, (1983) July, p. 19, D
Associated General Contractors of America, Inc. (Louisville, KY), LIUNA, (1982) June, p. 19, D
Associated General Contractors of Western Kentucky, CJA, (1982) June, p. 19, D
Highway Constructors, Inc. LIUNA, Oct., p. 15, D
Highway Contractors, Inc. (heavy equipment), IUOE, Oct., p. 15, D
Highway Contractors, Inc., (highway and heavy), USA, oct., p. 16, D
Independent Employers (IN and KY), CJA, Sept., p. 17, S
Western Kentucky Construction Employers Assn., LIUNA, (1983) Aug., p. 21, S

Louisiana

Associated General Contractors of America, Inc. (Lake Charles), CJA, (1982) Dec., p. 12, D
Associated General Contractors of America, Inc. New Orleans, LIUNA, Jan., p. 13, S
Associated General Contractors of New Orleans, CJA, Jan., p. 13, S
Associated General Contractors of America, Inc. Lake Charles, LIUNA, Aug., p. 8, S
Associated General Contractors of America, Inc. (Baton Rouge), CJA, (1984) Feb., p. 12, S
Associated General Contractors of America, Inc. (Baton Rouge), LIUNA, (1983) Dec., p. 12, D
Associated General Contractors of America, Inc. (Baton Rouge), BSOIW, (1983) Apr., p. 14, D
Baton Rouge Industrial Contractors Assn. (Baton Rouge, PPF, (1983) May, p. 17, D
Independent contractors, Baton Rouge, IUOE, June, p. 13, S
Mechanical Contractors Assn. (New Orleans), PPF Jan., p. 15, S; Dec., p. 9, S
National Electrical Contractors Assn., New Orleans, IBEW, July, p. 13, S
Painting and Decorating Contractors Assn. (Baton Rouge, PAT, (1984) July,, p. 21, S

Maine

Independent Contractors, CJA, Dec., p. 9, D

Maryland

Associated General Contractors of America, Inc. (Baltimore), LIUNA,, April, p. 14, D
Associated General Contractors of America Inc. (Baltimore), LIUNA, (1983) June, p. 18, S
Associated General Contractors of America, Inc. and Metro Pavers and Heavy Highway Contractors Assn. (Baltimore), IUOE, April, p. 13, D
Associated General Contractors of America, Inc. (Baltimore), CJA, April, p. 13, D
Mechanical Contractors Assn. of Maryland (steamfitters), PPF, June, p. 9, S
Mechanical Contractors Assn. of Maryland, PPF, Dec., p. 10, D

Massachusetts

Associated General Contractors of America, Inc. and others, Boston, BAC, Nov., p. 11, S
Associated General Contractors of America, Inc. MA except Boston), CJA, (1984) Aug., p. 13, D
Associated General Contractors of America, Inc. and others, Boston, CJA, Nov., p. 11, S
Associated General Contractors of America, Inc. Massachusetts, Inc.; Building Trades Employers Assn. of Boston and Eastern MA, Inc., Boston, BSOIW, Aug., p. 7, S
Building Trades Employers Assn. and Northeast Erectors Assn.. (Boston), BSOIW, (1982 July, p. 22, D
Building Trades Employers Assn. (Southeastern MA), CJA, (1984) Sept., p. 10, S
Building Trades Employers Assn., Inc., and Associated General Contractors of America,, Inc. (Boston), LIUNA, Dec., p. 9, D
Construction Industries of Massachusetts, Inc., Labor Division, (heavy and highway), LIUNA, Dec., p. 9, D, Aug., p. 7, s
Construction Industries of Massachusetts and other assns., IUOE, Dec., p. 9, D
Master Plumbers Association of Greater Boston, PPF, Nov., p. 11, S
National Electrical Contractors Assn., Boston, IBEW, Nov., p. 11, S
New England Mechanical Contractors Assn., Boston, PPF, Nov., p. 11, S
Painting and Decorating Contractors, Boston, PAT, Oct., p. 13, D
Roofing and Sheet Metal Contractors Assn.; Building Trades Employers Assn., Boston, SMW, Sept., p. 16, D

Michigan

Associated General Contractors of America, Inc. (Detroit), CJA, July, p. 15, S
Associated General Contractors of America, Inc. and other Contractors (Detroit), BAC, (1983) Dec., p 13, D
Associated General Contractors of America, Inc Detroit, LIUNA, July, p. 16, S
Associated General Contractors of America, Inc. Detroit, IUE, July, p. 15, S
Associated General Contractors of America, Inc. Saginaw Valley, CJA, Nov., p. 14, S
Associated General Contractors of America, Inc. (S.W. MI), CJA, (1984) Apr., p. 14, S; Oct., p. 17, S
Associated General Contractors (Marquette), CJA, July, p. 23, S
Associated General Contractors of America, Inc. IUOE, (1984) July, p. 22, S
Associated Underground Contractors, LIUNA, Sept., p. 17, D
Associated Underground Contractors, IUOE, Sept., p. 17, D
Independent Contractors (Detroit), BAC, (1984) Aug., p. 19, S
Great Lakes Fabricators and Erectors (conveyor agreement) Detroit, IUOE, July, p. 15, S
Great Lakes Fabricators and Erectors Assn., Associated General Contractors, Inc., and Michigan Conveyor Manufacturers Assn., Detroit, BSOIW, July, p. 15, S
Independent contractors, Detroit, BAC, Aug., p. 9, S
Metropolitan Detroit Plumbing and Mechanical Contractors, Inc., and Plumbing, Heating and Cooling Contractors of Southeastern Michigan, PPF, (plumbers), Aug., p. 9, S; Jan., p. 13, S
Metropolitan Detroit Plumbing & Mechanical Contractors Assn. Inc. Metropolitan Detroit Air Conditioning Contractors Assn. (pipefitters), PPF, Nov., p. 14, S
Michigan Distribution Contractors Assn. (pipelines), LIUNA, Mar., p. 9, D
Michigan Road Builders Assn., IBT, Apr., p. 14, D
Michigan Road Builders Assn., LIUNA, (1984) June, p. 13, D
Michigan Road Builders Assn., IUOE, (1984) June, p. 13, D
Michigan Road Builders Assn., Saginaw Valley, CJA, Nov., p. 14, S
Millwrights, Conveyor and Machine Erectors Contractors, Detroit, CJA, July, p. 15, S
National Electrical Contractors Assn., (Southeastern MI), IBEW, Jan., p. 13, D
Painting and Decorating Contractors of America, Inc., PAT, (1984) Sept., p. 12, S
Sheet Metal Employers Assn., Detroit SMW, Nov., p. 14, S
Southwestern Michigan Contractors Assn., LIUNA, (1984) Jan., p. 16, S; Nov., p. 11, S

Minnesota

Associated General Contractors of America, Inc. IBT, (1984) July, p. 23, S
Associated General Contractors of America, Inc. (heavy-highway), CJA, (1984) May, p. 16, S
Associated General Contractors of America, Inc. Outstate Builders Div., CJA, (1983) May, p. 19, D

Associated General Contractors of America, Inc. (Minn-St. Paul), (building), CJA, (1984) Apr., p. 15, S
Associated General Contractors of America, Inc. (builders), LIUNA, June, p. 13, S
Associated General Contractors of America, Inc. (heavy-highway), IUOE, (1984) Apr., p. 14, S; May, p. 17, D
Associated General Contractors of America, Inc. (building agreement), IUOE, (1984) Apr., p. 14, S
Associated General Contractors of America, Inc. (heavy-highway), LIUNA, (1984) Apr., p. 14, S
Associated General Contractors of America, Inc. Minnesota Masonry Contractors Assn., BAC, (1984) Apr., p. 15, S
Associated General Contractors of America, Inc. BSOIW, (1984) Apr., p. 14, S
Minneapolis Assn. of Plumbing contractors; Mechanical Contractors Assn. of Minneapolis; and Twin Cities Piping Industry Assn., PPF, June, p. 13, S
Minnesota Gypsum Drywall Contractors Assn. (Minn-St. Paul), CJA, (1984) Aug., p. 19, S
National Electrical Contractors Assn. (St. Paul), IBEW, Aug., p. 19, S
National Electrical Contractors Assn., Minneapolis, IBEW, June, p. 13, S
Painting and Decorating Contractors Assn. (Minneapolis), PAT, (1984) June, p. 13, S
Twin Cities Piping Industry Assn. June, p. 13, S

Missouri

Associated General Contractors of America, Inc. (St. Louis), CJA, (1984) May, p. 17, D
Associated General Contractors of America, Inc. LIUNA, (1982) May, p. 19, D
Associated General Contractors of St. Louis, IUOE, (1984) May, p. 17, D
Associated General Contractors of America, Inc. (Eastern MO), IUOE, (1983) Aug., p. 24, S
Associated General Contractors of America, Inc. (St. Louis), LIUNA, (1984) May, p. 17, D
Associated General Contractors of Missouri Western MO), LIUNA, (1984) May, p. 17, D
Associated General Contractors of Missouri (Western MO), IUOE, Jan., p. 16, S
Associated Contractors of Missouri, IBT, (1984) Apr., p. 23, D
Associated Plumbing Contractors of Kansas City, PPF, (1983) June, p. 21, D
Builders Assn. of Kansas City, CJA, April, p. 14, D
Builders Assn. of Missouri (Eastern and Central MO), LIUNA, April, p. 14, D
Builders Assn. of Missouri, (Kansas City), IBT, (1983) May, p. 20, S
Builders Assn. of Missouri, (Kansas City), PAT, April, p. 14, D
Builders Association of Kansas City, LIUNA,, (1983) p. 21, S
Builders Assn. of Kansas City, BSOIW, July, p. 14, D
Builders Assn. of Kansas City, IUOE, April, p. 14, D
Combined Industries Construction Committee St. Louis, BSOIW, Sept., p. 17, D
Heavy Construction Association of Greater Kansas City Area, LIUNA, April, p. 14, D
Heavy Constructors Association of Greater Kansas City, IUOE, Apr., p. 14, D
Home Builder Assn. (St. Louis), CJA, (1984) May, p. 17, D
Mason Contractors Assn. (St. Louis), BAC, (1984) Aug., p. 19, S
Mechanical Contractors Association of St. Louis (pipefitters), PPF, (1984) July, p. 24, D
Missouri River Basin area agreement, BBF, Nov., p. 14, S
National Electrical Contractors Assn. (St. Louis), IBEW, (1984) July, p. 24, D
National Electrical Contractors Assn. Kansas City, IBEW, Sept., p. 17, D
Painting and Decorating Contractors Assn. (St. Louis), PAT, (1984) Jan. p. 16, D
Plumbing Contractors of Metropolitan St. Louis, PPF, Oct., p. 16, D
Sheet Metal and Air Conditioning Contractors Assn. (St. Louis), SMW, (1984) May, p. 17, D
Sheet Metal and Air Conditioning Contractors SMW, Oct., p. 16, D

Montana

Montana Heavy Highway and Building Contractors, various, (1984) Aug., p. 20, S

Nebraska

Heavy Contractors Assn., Inc., (Omaha), LIUNA, Jan., p. 14, S
Omaha Building Contractors Employers Assn., LIUNA, (1984) Nov., p. 11, S

Nevada

Associated General Contractors of America, Inc. and others, Las Vegas, CJA, Oct., p. 15, D Aug., p. 9, S
Associated General Contractors of America, Inc. (Reno), CJA, (1983) July, p. 22, D
Associated General Contractors of America, Inc. (Reno), LIUNA, (1984) Jan., p. 17, D; May, p. 17, D
National Electric Contractors Assn., Las Vegas, IBEW, July, p. 16, S

New Jersey

Associated Contractors of Essex County (Newark), CJA, (1984) May, p. 13, D
Associated General Contractors; Utility Contractors Assn. of New Jersey, LIUNA, Mar., p. 9, D
Associated General Contractors of New Jersey, NJ and NY, IUOE, Oct., p. 14, D
Building Contractors Assn., BAC, (1982) May, p. 28, D
Building Contractors of Southern New Jersey (Vineland), CJA, (1984) May, p. 13, D
Building Contractors Assn. of New Jersey, CJA, May, p. 13, D
Building Contractors Assn. of New Jersey, LIUNA, (1984) Aug., p. 15, S
Central New Jersey Painting Contractors Assn., PAT, (1984) May, p. 13, D
Structural Steel and Ornamental Iron Assn., and others, BSOIW, Oct., p. 15, D

New Mexico

Associated General Contractors of America, Inc. CJA, Nov., p. 14, O
Associated General Contractors of America, Inc. LIUNA, Nov., p. 14, O
Mechanical Contractors Assn. (Alburquerque), PPF, (1984) Aug., p. 20, S

New York

Allied Building Metal Industries (architectural, ornamental and miscellaneous iron work); BSOIW, Oct., p. 14, D
Associated General Contractors of New York and Nassau Suffolk Contractors Assn., CJA, Oct., p. 13, D
Associated Contractors of Westchester, Inc.; Contractors Assn. of Westchester, Putnam,, and Dutchess Counties, Inc. (heavy construction) (New York), IUOE, Apr., p. 13, D
Asociated Bricklayers and Mason Contractors of Greater New York City, BAC, (1984) Jan., p. 14, D; Aug., p. 13, S
Associated Brick Mason Contractors of Greater New York City and Building Contractors Employers Assn., LIUNA, (1984) July, p. 19, S
Associated General Contractors of America, Inc., (Western New York), IUOE, (1984) May, p. 13, S; July, p. 20, O
Associated General Contractors of America, Inc. Upstate NY, IBT, July, p. 13, S
Associated General Contractors of New York and Nassau Suffolk Contractors Assn., CJA, Oct., p. 13, D
Associated General Contractors of America, Inc. (Upstate NY), CJA, Aug., p. 7, S
Associated General Contractors of America, Inc. Upstate NY, LIUNA, Nov., p. 11, S
Associated General Contractors of America, Inc. Upstate NY, IUOE, July, p. 13, S
Association of Contracting Plumbers of New York City and Metropolitan Master Plumbers, PPF, (1984) Jan., p. 14, D; July, p. 20, D
Association of Contracting Plumbers of New York City and Metropolitan Master Plumbers, PPF, (1984) Jan., p. 14, D; July, p. 20, D
Association of Master Painters and Decorators of the city of New York, PAT, (1984) Oct., p. 14, S
Building construction agreement, New York City, CJA, Oct., p. 14, D
Building Trades Employers Assn. (Rochester), (1984) Sept., p. 12, S
Building Trades Employers Assn., (Rochester), (paving and excavating), LIUNA, (1983) May, p. 15, D
Building Trades Employers Assn. of Westchester and Putnam Counties and Builders Institute, CJA, Dec., p. 9, D
Building Trades Employers Assn. of Westchester and Putnam Counties, BAC, (1982) May, p. 15, D
Building Trades Employers of Westchester and Putnam counties, LIUNA, Dec., p. 9, D, June, p. 12, S
Building Trades Employers Assn., Syracuse, LIUNA, Nov., p. 12, S
Cement League and Building Contractors Employers Assn., New York City, BSOIW, Oct., p. 14, D
Cement League (New York City), OPCM, (1984) Aug., p. 13, S
Cement League and Building Contractors Employers Assn., New York City, LIUNA, Oct., p. 14, D
Construction Employers Labor Relations Assn. (Upstate), LIUNA, (1984) July, p. 20, D
Construction Employers of Hudson Valley, Inc., CJA, Jan., p. 13, D
Construction employers of the Hudson Valley (Newburgh), LIUNA, (1984) Jan., p. 15, D; Aug., p. 14, S
Construction Industry Employers Assn., Inc. (Buffalo), BSOIW, (1983) June, p. 16, D
Construction Industry Employers Assn., Inc. (Buffalo), LIUNA (1984) Oct., p. 15, S
Contracting Plumbers Assn. of Brooklyn and Queens, PPF, Sept., p. 16, D
Eastern Contractors Assn., Inc., Albany, CJA, July, p. 13, S
Eastern New York Construction Employers Assn. (Albany), BSOIW, (1984) Jan., p. 15, D
Eastern New York Construction Employers (Albany), BAC, (1984) Jan., p. 13, D; July, p. 20, D
Eastern Contractors Assn. (Albany, Schenectady, Troy), LIUNA, (1984) July, p. 20, D
Eastern New York Construction Employers Inc. BSOIW, (1982) Sept., p. 20, S
Elevator Manufacturers ASsn., New York City, IUEC, Oct., p. 14, D
General Contractors Assn. of New York, Inc., CJA, Oct., p. 14, D
General Contractors Assn. of New York, Inc., (New York City), LIUNA, (1984) Oct., p. 14, S

General Contractors Association, (New York City), IBT, Jan., p. 13, D

General Contractors Association, New York City, IUOE, Oct., p. 14, D

General Contractors of New York, Inc. and other contractors, WWML (1983) July, p. 17, D

Independent building construction employers, Buffalo, IUOE, Nov., p. 11, S

Independent employers (mason tenders), (New York City), LIUNA, (1983) June, p. 15, D

Independent employers, Rochester, LIUNA, Aug., p. 7, S

Long Island building contractors, CJA, Oct., p. 15, D

Mechanical Contractors Assn., New York City, PPF, Jan., p. 13, D

Nassau and Suffolk Contractors, LIUNA, Oct., p. 15, D

Nassau Suffolk Contractors, IUOE, Oct., p. 15, D

National Electrical Contractors Assn., Nassau and Suffolk counties, IBEW, Dec., p. 9, D, July, p. 13, S

National Electrical Contractors Assn. (White Plains, IBEW, (1984) May, p. 13, D

New York Electrical Contractors Assn. and others IBEW, (1984) July, p. 19, D

Resilient floor coverers, New York City, CJA, Oct., p. 14, D

Sheet Metal Contractors Assn. of New York City, Inc., SMW, Sept., p. 16, D

Ohio

Associated Building Contractors of Northern Ohio, Inc. (Toledo), CJA, (1984) Jan., 15, D; Aug., p. 16, S

Associated General Contractors of America, Inc. IUOE, Oct., p. 16, S

Associated Contractors of Ohio (Akron), CJA, (1984) Oct., p. 16, S

Associated General Contractors of America, Inc. (commercial agreement-Central Ohio), CJA, (1984) Aug., p. 16, S

Associated General Contractors of America, Inc. (residential agreement-Central Ohio), CJA, (1984) Aug., p. 16, S

Associated General Contractors of America, Inc. (Columbus), LIUNA, (1984) July, p. 21, S

Associated General Contractors of America, Inc. (Dayton), CJA, (1984) Aug., p. 16, S

Associated General Contractors of America, Inc. (Dayton), LIUNA, (1984) Oct., p. 16, S

Associated General Contractors of America, Inc. (Cincinnati), CJA, Aug., p. 8, S

Associated General Contractors of America, Inc. Akron, LIUNA, Nov., p. 14, S

Construction employers' Assn. and Cleveland Div. of Associated Contractors of Ohio, LIUNA, July, p. 14, S

Construction Employers Assn. of Cleveland, CJA, July, p. 14, S

Construction Employers Assn. of Cleveland, BSOIW, July, p. 14, S

Construction Employers Assn. of Cleveland, PAT, July, p. 15, S

Mason Contractors Assn., Cleveland, BAC, July, p. 14 S

Mechanical Contractors Assn. of Cleveland, Inc., PPF, July, p. 14, S

Mechanical Contractors Assn. of Central Ohio, Toledo, PPF, Aug., p. 8, S

Mechanical Contractors Assn. of Cincinnati and Air Conditioning Contractors of Cincinnati, PPF, Aug., p. 8, S

Mechanical Contractors Assn. of Northwestern Ohio & Plumbing, Heating, & Cooling Contractors of Northwestern Ohio (Toledo, PPF, (1984) Jan., p. 16, D; July, p. 21, D

National Electrical Contractors Assn., American Line Builders Chapter, Cincinnati, IBEW, July, p. 15, S

National Electrical Contractors Assn., Cleveland IBEW, July, p. 14, S

Ohio Contractors Assn., Labor Relations Div. (OH, WV, and KY), OPCM, (1984) p. 15, D

Ohio Contractors Assn. (OH and WV), IBT, (1984) Feb., p. 12, S; May, p. 15, D

Ohio Contractors Assn. (Cleveland), IBT, (1984) May, p. 16, D

Ohio contractors Assn., LIUNA, (1984) Mar., p. 13, S; May, p. 15, D

Ohio contractors Assn., IUOE, (1984) May, p. 15, D

Painting and Decorating Contractors of America (Cleveland), PAT, May, p. 16, D

Plumbing Contractors Assn. of Cleveland, PPF, July, p. 14, S

Steel and Iron Contractors Assn.; and Construction Employers Assn. of Cleveland (Cleveland) BSOIW, (1984) May, p. 16, D

Oklahoma

Associated General Contractors of America, Inc. LIUNA, (1983) July, p. 19, S

Associated General Contractors of America, Inc. (Oklahoma City), CJA, (1983) July, p. 19, S

Associated General Contractors of America, Inc. (Tulsa), CJA, (1983) July, p. 19, S

Associated General Contractors of America, Inc. (OK, AR, MO, KS), BSOIW, (1983) Aug., p. 22, S

Oregon

Associated General Contractors of America, Inc. (OR and Southwest WA), LIUNA, (1983) May, p. 21,

Associated General Contractors of America, Inc. Oregon-Columbia Chapter, IUOE, (1983) Oct., p. 17, S

Associated General Contractors of America, Inc. (OR and SW, WA), CJA, (1983) May, p. 21, S

Associated General Contractors of America, Inc. Oregon-Columbia Chapter, IBT, (1982) July, p. 31, C

Associated General Contractors of America, Inc. (OR and WA), BSOIW, (1983) Nov., p. 16, S

National Electrical Contractors Assn. (Portland), IBEW, (1984) Jan., p. 17, D

National Electrical Contractors Assn., OR and WA, IBEW, June, p. 14, S

Painting and Decorating Contractors Assn. (OR, WA), PAT, (1984) Oct., p. 17, S

Portland Association of Plumbing, Heating, Air Conditioning & Refrigeration Contractors, Inc. (Oregon, Southwest WA). PPF, (1982) June, p. 24, S

Sheet Metal Assn., OR and WA, SMW, June, p. 14, S

Pennsylvania

Associated Master Painters and Contractors of Philadelphia, PAT, (1982) May, p. 20, D

Contractors Assn. of Eastern Pennsylvania, CJA, (1984) May, p. 13, D

Contractors Assn. of Eastern Pennsylvania and General Building Contractors Assn., LIUNA, June, p. 13, S

Contractors Assn. of Eastern Pennsylvania, IUOE, June, p. 12, S

Constructors Assn. of Western Pennsylvania, IUOE, (1984) Mar., p. 13, S

Constructors Assn. of Western Pennsylvania, LIUNA, (1984) Mar., p. 13, D

Employing Bricklayers Assn. of Delaware Valley (Philadelphia), BAC, (1983) Aug., p. 21, S

General Building Contractors Assn., Philadelphia, CJA, July, p. 13, S

General Building Contractors Assn. and Contractors Association of Eastern Pennsylvania, Philadelphia, LIUNA, June, p. 13, S

Ironworkers Employers Assn. of Western Pennsylvania, Inc., BSOIW, (1984) July, p. 21, D

Keystone Building Contractors Assn., Inc., Eastern and Central PA), CJA, (1984) May, p. 13, D; June, p. 12, S

Keystone Building Contractors Assn., LIUNA, Nov., p. 12, S

Keystone Building Contractors Assn., CJA, Nov., p. 12, S

Mason Contractors Assn. of Allegheny County BAC, Nov., p. 12, S

Master Builders Assn. of Western Pennsylvania IUOE, (1984) June, p. 12, O

Master Builders Assn. of Western Pennsylvania CJA, Nov., p. 12, S

Master Builders Assn. of Western Pennsylvania LIUNA, Nov., p. 12, S

Mechanical Contractors Assn. of Northeastern Pennsylvania, PPF, June, p. 12, S

Mechanical Contractors of Western Pennsylvania (steamfitters), PPF, (1982) Sept., p. 20, S

Mechanical Contractors Assn. (steamfitters) Philadelphia), PPF, (1984) May, p. 13, D

Mechanical Contractors Assn. of Western Pennsylvania, PPF, (1984) July, p. 21, D

Mechanical Contractors Assn. (plumbers) (Philadelphia), PPF, JUne, p. 12, S

National Electrical Contractors Assn., Western PA, IBEW, Feb., p. 13, S

Pennsylvania Heavy and Highway Contractors Bargaining Committee, USA, Feb., p. 13, S

Roofing and Sheet Metal Contractors Assn., Philadelphia, SMW, Nov. p. 12, S

Roofing and Sheet Metal Contractors Assn., RWAW, May, p. 14, D

Rhode Island

Associated General Contractors of America, Inc. CJA, Aug., p. 7, S

Associated General Contractors of America, Inc. LIUNA, (1983) Aug., p. 19, S

Tennessee

Associated General Contractors of America, Inc. (Knoxville), LIUNA, (1984) May, p. 14, D

Independent employers (Memphis), CJA, (1983) Oct., p. 14, S

Independent contractors (Nashville), CJA, (1983) Nov., p. 14, S

Texas

Associated General Contractors of America, Inc. (Houston), IUOE, (1984) May, p. 15, S

Associated General Contractors of America, Inc. and Construction Employers Assn. Houston and Galveston, BAC, June, p. 13, S

Associated General Contractors of America, Inc. (Houston and Galveston, BSOIW, July, p. 14, S

Associated General Contractors of America, Inc. (San Antonio), CJA, July, p. 14, O

Associated General Contractors of America, Inc. (Houston), CJA, (1984) June, p. 13, S

Associated General Contractors of America, Inc. (Houston and Galveston), LIUNA, (1984) May, p. 15, S

Associated General Contractors of Jefferson County, Inc. and Sabine Area Contractors Committee (Beaumont and Port Arthur), LIUNA, (1983) Jan., p. 24, D

Gulf Coast Construction Assn. and Sabine Area Piping Contractors Assn., PPF, (1984) Aug., p. 16, S

Houston Mechanical Contractors Assn., SMW, July, p. 14, S

Mechanical Contractors Assn.; Construction Employers Assn.; Gulf Coast Contractors Assn., Houston, PPF, Nov., p. 13, S

Mechanical Contractors Assn., Houston, PPF, Nov., p. 13, S

National Electrical Contractors Assn. (Dallas), IBEW, (1983) Aug., p. 22, S

National Electrical Contractors Assn., Houston, IBEW, Nov., p. 13, S
National Electrical Contractors Assn. (North Central TX and Southern OK) IBEW, (1984) Oct., p. 16, S
North Texas Contractors Assn., CJA, Dec., p. 10, D
North Texas Contractors Assn. (Dallas), BSOIW, (1983) June, p. 18, C

Utah

Mechanical Contractors Assn., PPF, Nov., p. 14, S
Utah Builders Bargaining Unit, CJA, Oct., p. 6, D
Utah Builders Bargaining Unit, LIUNA, Oct., p. 16, D
Associated General Contractors of America, Inc. IUOE, Aug., p. 9, S

Washington

Associated General Contractors of America, Inc. Seattle and Tacoma, LIUNA, Aug., p. 9, S
Associated General Contractors of America, Inc. Seattle and Tacoma, IUOE, Aug., p. 10, S
Associated General Contractors of America, Inc. Western WA, IBT, Aug., p. 10, S
Associated General Contractors of America, Inc. WA and OR, CJA, July, p. 16, C
Associated General Contractors of America, Inc. WA and OR, IUOE, July, p. 16, C
Associated General Contractors of America, Inc. WA, OR, ID, BSOIW, July, p. 16, C

West Virginia

Constructors Labor Council of West Virginia, various unions, Nov., p. 13, S
Construction Employers Assn. of North Central West Virginia, CJA, Aug., p. 7, S
West Virginia Contractors Bargaining Assn., USA, May, p. 10, S

Wisconsin

Allied Construction Employers Assn., Inc. (Milwaukee), BAC, (1984) Aug., p. 19, S
Allied Construction Employers Assn., Inc., and independent contractors (Milwaukee) LIUNA, July, p. 23, S
Allied Construction Employers Assn., Inc. (Milwaukee) CJA, (1984) July, p. 23, S
Allied Construction employers Assn., Inc (Eastern WI), BSOIW, (1984) Aug., p. 19, S
Associated General Contractors, CJA, Feb., p. 13, S
National Electrical Contractors Assn., Milwaukee, IBEW, July, p.. 16, S
Sheet Metal and Air Conditioning Contractors Assn. (Milwaukee), SMW, (1984) Aug., p. 19, S
Wisconsin Road Builders Assn., IUOE, July, p. 16, S
Wisconsin Road Builders Assn., IBT, Aug., p. 9, S
Wisconsin Road Builders Assn., LIUNA, Aug., p. 9, S

Transportation and public utilities

AT&T Technologies, CWA, Oct., p. 18, C
Alabama Power Co., IBEW, Sept., p. 21, D
Allegheny County Port Authority, Pittsburgh, PA, ATU, Nov., p. 18, C
American Airlines, Inc. TWU, Oct., p. 1, S, Nov., p. 16, S
American Airlines, Inc. (flight attendants), Ind., (1984) Feb., p. 14, S; July, p. 28, D
American Airlines, APA, Sept., p. 2, S
American Broadcasting Co., NABET, (1984) Apr., p. 17, D
American Maritime Assn., SIU, Sept., p. 18, C
American Telephone and Telegraph Co., CWA, Oct., p. 18, C
American Maritime Assn. (unlicensed seamen), SIU, March, p. 9, S
Ames, IA) Transit Authority, SCME, Sept., p. 22, S
Arizona Public Service Co., IBEW, April, p. 16, S
Arkansas Power & Light Co., IBEW, Oct., p. 21, S
Atlantic City Electric Co., IBEW, (1984) Feb., p. 16, S; Dec., p. 10, D
Bay Area Rapid Transit, ATU, and UPEU, Sept., p. 4, S
Basic steel industry shipowners, USA, (1983) July, p. 24, S; Jan., p. 29, C
Bell Telephone Co. of Pennsylvania, Indep., Oct., p. 10, C
Bell Telephone Co. of Pennsylvania, CWA, Oct., p. 20, C
Bell Telephone Co. of Pennsylvania, Ind., IBEW,
Boston Edison Co., UWU, May, p. 11, D
Boston Transit Authority, ATU, Nov., p. 18, S
Boston Gas Co., USA, (1984) Mar., p. 14, S
Bowman Transportation, USA, Nov., p. 19, S
Braniff Airways (clerical), IBT, (1984) May, p. 1, S
Braniff Airways (flight attendants), AFA, May, p. 1, S
Brooklyn Union Gas Co., TWU, July, p. 17, D
Carolina Telephone and Telegraph Co., CWA, Nov., p. 19, D
Cartage Exchange of Chicago, IAM, (1984) May, p. 18, D, C
Cartage Labor Agreement, IBT, (1984) June, p. 18, C
Central Hudson Gas and Electric Corp., IBEW, Aug., p. 11, S
Central Maine Power Co., IBEW, May, p. 11, D
Central States Area Tank Truck Operators, IBT, (1984) Feb., p. 16, C
Central Telephone Co. of Florida IBEW, April, p. 15, S
Chesapeake and Potomac Telephone Co., CWA, Oct., p. 21, C
Chicago Tranist Authority, ATU, Dec., p. 12, D
Cincinnati Bell Telephone Co., CWA, Oct., p. 21, C
Cincinnati Gas and Electric Co., Ind., (1984) Mar., p. 4, D
Cincinnati Gas and Electric Co., IBEW, June, p. 15, S
Class I railroads, Conrail, and Amtrak, various unions, (1984) Feb., p. 15, C
Class I Railroads, UTU, Dec., p. 1, S
Cleveland Regional Transit Authority, ATU, Dec., p. 12, S
Columbia Broadcasting System, IBEW, Oct., p. 18, D
Columbia Gas Transmission Corp., OCAW, Dec., p. 11, D
Columbus & Southern Ohio Electric Co., IBEW, Nov., p. 19, S
Connecticut Light and Power Co., IBEW, June, p. 14, D
Conrail, UTU, Nov., p. 11, S
Consolidated Edison Co., IBEW, (1982) July, p. 33, S
Consolidated Edison Co., UWU, Oct., p. 19, S
Consolidated Gas Supply Corp., Inc., Indep., Dec., p. 11, S
Conrail, 15 unions, April, p. 1, S
Consumer Power Co., MI, UWU, Sept., p. 22, D
Continental Airlines, Inc., IAM, June, p. 2, S
Continental Airlines, (flight attendants), Inc., June, p. 2, S
Dayton Power and Light Co., UWU, (1984) Oct., p. 20, D
Delta Air Lines, ALPA, (1983) Oct., p. 1, O
Detroit Edison Co., UWU, Nov., p. 20, C
Diamond State Telephone Co., Indep., Oct., p. 20, C, D; Sept., p. 15, C
Dry Cargo Vessel Companies, NMU, (1984) June, p. 3, S
Duke Power Co., IBEW, Jan., p. 15, S
Duquesne Light Co., IBEW, Nov., p. 18, S
East and Gulf Coast longshoring industry, ILA, (1983) May, p. 1, S
Eastern Air Lines (ground service), IAM, Aug., p. 10, S
Eastern area cement haul agreement, IBT, (1982) June, p. 25, D, C
East Ohio Gas Co., SEIU, Aug., p. 11, S
Florida Power Corp., IBEW, (1984) May, p. 18, S; Dec., p. 10, D
Florida Power and Light Co., IBEW, (1984) July, p. 30, S; Nov., p. 13, D
Flying Tiger Line (mechanics and related employees), IAM, (1984) Feb., p. 15, D
Frontier Airlines (agents and clerical) ALPA, (1984) May, p. 1, S; July, p. 28, S
Garment Industry Trucking Assn., NY, NJ, ILGWU, Dec., p. 11, D, Nov., p. 18, S
General Telephone Co. of Pennsylvania (all depts.), IBEW, Dec., p. 11, D
General Telephone Co. of Florida, IBEW, Nov., p. 19, S
General Telephone of the Southwest, CWA, Nov., p. 20, D
General Telephone Co. of Illinois, IBEW, Oct., p. 20, D
General Telephone Co. of Indiana, CWA, July, p. 18, S
General Telephone of Michigan, IBEW, Oct., p. 22, C
General Telephone Co. of California, CWA, Oct., p. 23, D
General Telephone Co. of Ohio CWA, July, p. 17, D
General Telephone Co. of Ohio, IBEW, Nov., p. 19, D
General Telephone Co. of Kentucky, CWA, Nov., p. 19, S
General Telephone Co. of Northwest, IBEW, Nov., p. 20, D
General Telephone Co. of Wisconsin, CWA, Jan., p. 16, D
Georgia Power Co., IBEW, Oct., p. 21, S
Great Lakes Assn. of Marine Operators, SIU, (1983) Sept., p. 14, S
Greyhound Lines, ATU, (1984) Jan., p. 1, S; Feb., p. 14, S
Gulf States Utiities Co., IBEW, June, p. 15, D
Hampton Roads Maritime Assn., ILA, Nov., p. 17, D
Hawaiian Airlines, ALPA, IAM, (1983) Feb., p. 2, S
Hawaiian Electric Co., IBEW, July, p. 18, D
Hawaiian Telephone Co., IBEW, (1984) May, p. 19, D
Houston Lighting and Power Co., IBEW, May, p. 11, D
Illinois Bell Telephone Co., Indep., Oct., p. 22, C
Illinois Bell Telephone Co., IBEW, Oct., p. 21, C
Illinois Bell Telephone Co., CWA, Oct., p. 22, C
Illinois Power Co., IBEW, July, p. 18, D
Independent truckers, Inc., Mar., p. 2, O
Indiana Bell Telephone Co., CWA, Oct., p. 22, C
Industrial Refuse Collecting Contractors, IBT, (1983) Dec., p. 14, D
Jersey Central Power & Light, IBEW, (1984) Jan., p. 18, S; Nov., p. 13, D
Joint Area Cartage Agreement, Chicago, IBT, Nov., p. 20, S
Laclede Gas Co., OCAW, (1984) Aug., p. 26, D
Long Island Lighting Co., IBEW, (1984) Sept., p. 3, S; Oct., p. 19, S
Louisville Gas & Electric Co., Inc., IBEW, Jan., p. 15, D
Louisville Gas and Electric Co., IBEW, Nov., p. 19, D
Marine Towing and Transportation Employers Assn., ILA, April, p. 15, S
Maritime Service Committee and Tanker Service Committee, NMU, (1984) Aug., p. 22, S
Maritime Service Committee, MMP-ILA, (1983) Sept., p. 16, S
Maritime Service Committee and Tanker Service Committee, MEBA, Sept., p. 18, C

Master cartage agreements (Chicago), Ind., (1984) May, p. 19, C
Master cement and dry bulk agreement, IBT, Nov., p. 16, S
Memphis Light, Gas and Water Div., (all departments), Nov., p. 19, D
Metropolitan Atlanta Transit Authority, ATU, Nov., p. 19, D
Metropolitan Edison, PA, IBEW, June, p. 14, S
Metropolitan Transit Authority, TWU, Nov., p. 18, S
Metroplitan Transit Authority, Manhattan and Bronx Surface Transit Operating Authority, TWU, Aug., p. 4, S, Nov., p. 18, S
Metropolitan Transity Authority, ATU, Aug., p. 4, S
Michigan Bell Telephone Co., CWA, Oct., p. 22, C
Michigan Consolidated Gas Co., SEIU, Jan., p. 15, C
Milwaukee Transport Service, ATU, Dec., p. 12, C
Missouri-Illinois Transit Authority, ATU, Sept., p. 22, D
Mobile Steamship Assn., ILA, Nov., p. 18, D
Mountain State Telephone and Telegraph Co., CWA, Oct., p. 23, C
Moving and Storage Industry of New York, IBT, July, p. 17, D, C
MTL, Inc., IBT, July, p. 18, D
National Broadcasting Co., Indep., April, p. 15, D
National Master Automobile Transporters Agreement, IBT, Sept., p. 3, S, Nov., p. 16, S
National Master Freight Agmt., IBT, June, p. 1, S, July, p. 7, S
Natural Fuel Gas Co., IBEW, Feb., p. 14, D
New England Telephone and Telegraph Co., IBEW, Oct., p. 19, C
New Jersey Bell Telephone Co., IBEW, CWA, Oct., p. 19, C
New Jersey Bell Telephone Co., IBEW, Oct., p. 19, C
New Jersey Transit Authority, ATU, Sept., p. 19, D
New Orleans Steamship Assn., ILA, Nov., p. 17, D
New York Shipping Assn., ILA, Nov., p. 17, D
New York State Electric and Gas Corp., IBEW, Oct., p. 19, S
New York Telephone Co., (accounting) Ind., Oct., p. 19, C
New York Telephone Co., CWA, Oct., p. 19, C
New York Telephone Co., (traffic), Indep., Oct., p. 19, C
New York Telephone Co., (traffic), Upstate, Indep., Oct., p. 19, C
New York Telephone Co., (commercial) Upstate, Indep., Oct., p. 19, C
New York Towing and Transportation Employer Assn., and independent companies, ILA, Feb., p. 6, D
Niagara Mohawk Power Corp., IBEW, June, p. 14, D
Northern Illinois Gas Co., IBEW, April, p. 15, S
Northern Indiana Public Service Co., USA, (1984) Feb., p. 16, C; June, p. 16, C
Northern Indiana Public Service Co. (physical and clerical employees), USA, June p. 15, D
Northern States Power Co., IBEW, Feb., p. 14, S
Northwest Airlines, Inc., BRAC, Oct., p. 18, S
Northwest Airlines, Inc., IAM, Sept., p. 2, S, Nov., p. 16, S
Northwest Airline (flight attendants), IBT, July, p. 17, D
Northwest Airlines Inc., ALPA, (1984) Nov., p. 1, S
Northwest Orient Airlines, BRAC, Oct., p. 2, S
Northwestern Bell Telephone Co., CWA, Oct., p. 23, C
Ohio Edison Co., UWU, July, p. 17, D
Ohio Bell Telephone Co., CWA, Oct., p. 21, C
Oregon State Dept. of Transportation (general), SEIU, Sept., p. 23, S
Oregon State Dept. of Transportation (engineers), Indep., Sept., p. 23, S
Ozark Air Lines (clerical and agents), IAM, July, p. 17, D, May, p. 10, S
Pacific Gas and Electric Co., IBEW, March, p. 10, C
Pacific Maritime Assn., ILWU, July, p. 18, D
Pacific Maritime Assn., SIU, Sept., p. 22, C
Pacific Maritime Assn., (unlicensed seamen), SIU-SUP, April, p. 16, S
Pacific Northwest Bell Telephone Co., CWA, Oct., p. 23, C
Pacific Southwest Airlines, ALPA, (1984) July, p. 1, S
Pacific Telephone and Telegraph Co., IBEW, CWA, Oct., p. 23, C
Pan America World Airway, Inc. (clerical and passenger service), (1981) IBT, May, p. 22, S
Pan American World Airways, Inc., TWU, Nov., p. 16, D, May, p. 10, S
Pan American World Airways (pilots), ALPA, Nov., p. 16, S
Pan American World Airways (flight attendants), Ind., Nov., p. 16, S
Panhandle Eastern Pipe Line Co., OCAW, May, p. 11, D
Pennsylvania Electric Co., IBEW, May, p. 11, D
Pennsylvania Power and Light Co., IBEW, Sept., p. 4, S, Oct., p. 20, S
Peoples Gas Light and Coke Co., SEIU, July, p. 18, S
Philadelphia Gas Works, SEIU, Apr., p. 15, D
Philadelphia Marine Trades Assn., ILA, Nov., p. 17, D
Phoenix Salt River Project Agreement, AZ, IBEW, Dec., p. 12, D
Piedmont Airlines, ALPA, (1984) July, p. 1, S
Potomac Electric Power Co., IBEW, Sept., p. 4, S
Private sanitation industry, New York, NY, TWU, Dec., p. 11, D
Public Service Co. of Colorado, CWA (1982) Dec., p. 21, S
Public Service Co. of Colorado, IBEW, Dec., p. 12, D
Public Service Co. of Indiana, IBEW, Dec., p. 12, D
Public Service Electric and Gas Co., NJ, IBEW, May, p. 11, D
Public Service Electric and Gas Co., NJ, PPF, May, p. 11, D
Public Service Electric and Gas Co., NJ, Indep., May, p. 11, D
Puget Sound Power & Light Co., IBEW, July, p. 18, S
Queens Transit, Steinway Transit, Triboro Coach, and Jamaica Buses, TWU, Dec., p. 11, S
RCA Global Communications, IBT, (1984) Feb., p. 16, S
Republic Airlines, Inc. (clerical, office, fleet employees), ALPA, (1984) Dec., p. 10, S
Republic Airlines, Inc. (flight attendants), ALPA, (1984) Dec., p. 9, S
Republic Airlines, ALPA, (1984) Dec., p. 10, S
Republic Airlines, (mechanics and related employees), IAM, (1984) Dec., p. 9, S
Republic Airlines (pilots), (1983) ALPA, Nov., p. 17, S
Rochester Telephone Corp., Inc., (1983) Nov., p. 18, S
Rochester Telephone Corp., CWA, (1984) Apr., p. 17, S
Ryder/PIE Nationwide, IBT, Nov., p. 3, S
San Diego Gas and Electric Co., IBEW, Mar., p. 10, D
San Diego Rock Products Assn., IBT, (1982) Mar., p. 16, S
South Atlantic Employers Negotiating Committee, NC to FL, ILA, Nov., p. 17, D
Southeast Florida Employers Assn., ILA, Nov., p. 18, D
Seattle Transit Authority, ATU, Nov., p. 20, D
Southern Bell Telephone and Telegraph Co., CWA, Oct., p. 21, C
Southern California Edison Co., IBEW, Jan., p. 16, D
Southern California Gas Co., UWU, April, p. 16, D
Southern California Rapid Transit District (drivers), UTU, Nov., p. 21, C
Southern California Rapid Transit District (mechanics) ATU, Nov., p. 21, C
Southern New England Telephone Co., Ind., Oct., p. 20, C
Southwestern Bell Telephone Co., CWA, Oct., p. 21, C
Southwestern States Master Rail Truck Agreement, IBT, Nov., p. 20, S
Steamship Trade Assn. of Baltimore, ILA, Nov., p. 17, D
Stevedoring companies (East and Gulf coasts), ILA, (1984) Apr., p. 15, S
Tanker and dry cargo vessels, MMP, (1982) Jan., p. 17, C
Tanker Service Committee, NMU, Oct., p. 18, S
Tennessee Valley Authority, 5 unions, (1982) Oct., p. 21, D
Texas International Airlines, Inc., IBT, (1982) Nov., p. 20, C
Texas International Airlines, Inc., ALPA, (1980) June, p. 25, D, C
Texas International Airlines, IBT, (1982) May, p. 36, D
Toledo Edison Co., IBEW, April, p. 15, D
Trailways, ATU, Feb., p. 14, S
Trailways, UTU, Oct., p. 18, S
Trans World Airlines, Inc. (flight attendants), Ind., (1984) July, p. 28, D
Trans World Airlines, Inc., IAM, (1983) Oct., p. 1, M; Sept., p. 13, D; Mar., p. 28, S; Feb., p. 2, S
Transit Authority (Baltimore), ATU, Jan., p. 15, C
Transit Authority (Houston), TWU, Aug., p. 11, D
Tri-County Metro Transit Authority, Portland, OR, ATU, Nov., p. 20, S
Transit Authority, Dade County, FL, TWU, July, p. 17, D
Transit Authority, Los Angeles, CA, ATU, June, p. 16, S
Transit Authority, Denver, CO, ATU, May, p. 12, S
Twin City Metro Transit, MN, ATU, May, p. 11, D
Union Electric Co., IBEW, Oct., p. 23, S
Union Electric Co., IUOE, Oct., p. 22, S
Union Electric Co., (manual employees), IBEW, Oct., p. 22, S
United Airline (flight attendants), AFA, (1984) Apr., p. 16, S
United Airlines (ground service), IAM, Nov., p. 16, D
United Parcel Service, IL, IN, IBT, Sept., p. 21, D
United Parcel Service Master Agreement, IBT, Sept., p. 18, D
USAir, IAM, June, p. 2, S, Nov., p. 16, D
USAir (flight attendants), AFA, Sept., p. 2, Nov., p. 16, S
Utah Power and Light Co., IBEW, April, p. 16, S
Virginia Electric and Power Co., IBEW, (1984) July, p. 17, S
Washington Gas Light Co., POEIU and Ind., June, p. 15, D
West Gulf Maritime Assn., ILA, Nov., p. 17, D
West Penn Power Co., UWU, June, p. 14, S
Western Airlines (clerical), (flight attendants), AFA, (1984) Jan., p. 18, S
Western Airlines (ground service), IBT, (1984) Jan., p. 18, S
Western Airlines (clerical and agents), Ind., (1984) Jan., p. 17, S
Western Electric Co., Inc., CWA, (see AT&T Technologies)
Western Airlines, Inc. (flight attendants), ALPA, (1983) Nov., p. 1, O; Mar., p. 18, C
Western States Trucking Maintenance Agreement, IAM, Aug., p. 10, S
Western Union Telegraph Co., CWA, Jan., p. 2, S
Western Union Telegraph Co., UTW, Sept., p. 3, S, Jan., 2, S, Oct., p. 18, S

Wisconsin Power and Light Co., IBEW, June, p. 15, D
Wisconsin Electric Power Co., IBEW, Sept., p. 22, D
Wisconsin Electric Power Co., (office, sales, and technical), Ind., (1984) May, p. 19, S
Wisconsin Public Service Co., IUOE, Dec., p. 10, S
Wisconsin Telephone co., CWA, Oct., p. 22, C

Wholesale and retail trade

(Entries listed alphabetically by State and then alphabetically by employer name)
Jewel Food Stores (various areas), RWDSU, Aug., p. 11, S
Montogomery Ward and Co. (mail order, various locations), IBT, Jan., p. 16, D

Alabama

Bruno Food Stores, UFCW, Dec., p. 13, S
Kroger Co. (AL, KY, TN), UFCW, Jan., p. 20, C; Nov., p. 14, S

Alaska

Anchorage Retail Grocers Assn. UFCW, June, p. 17, D

Arkansas

Kroger Food Stores, UFCW, Aug., p. 11, S
Safeway Stores, AR, TX, OK, NM, IBT, June, p. 16, D
Safeway Food Stores, UFCW, Little Rock, Aug., p. 11, S

Arizona

Alpha Beta, A.J. Bayless, Low Costs, and Safeway stores, (Phoenix, Prescott), UFCW, (1984) Sept., p. 19, D
A.J. Bayless, El Rancho, Food Giant, Fry's Lucky Stores, and Safeway (Tucson), UFCW, (1983) Mar., p. 20, C

California

Associated Produce Dealers and Brokers of LA, Inc., IBT, Feb., p. 15, D
Automotive repair and maintenance industry, IAM, (1983) Dec., p. 16, S
Bob's Big Boy Restaurant, Southern CA, Indep., July, p. 20, D
East Bay Restaurant Assn., San Francisco, HERE, Nov., p. 22, S
East Bay Restaurant Assn., Inc. (Richmond), HERE, (1983) July, p. 27, D
East Bay Motor Car Dealers, Inc., IAM, IBT, PAT, UFCW, (1983) Sept., p. 14, S
Eastern Motor Car Dealers, various, Mar., p. 12, D
Food Employer Council, Inc., Northern CA, UFCW, Mar., p. 12, D
Food Employers Council, Inc., Southern CA; UFCW, July, p. 21, D
Food Employers Labor Relations Assn. of Northern California, UFCW, Mar., p. 12, D
Food Employers Council, Inc. (warehouses), S. CA, IBT, Mar., p. 12, C
Food Employers Council, Inc., (Oakland), UFCW, (1984) Mar., p. 16, D
Food Employers Council, Inc. (office employees) S. CA, IBT, Mar., p 12, C
Golden Gate Restaurant Assn., San Francisco, HERE, Jan., p. 17, S
Grocery warehouse distributors, Northern, CA, IBT, Oct., p. 24, S
Independent Restaurant and Tavern Assn. (San Francisco), HERE, (1983) Sept., p. 15, D
Industrial Employers and Distributors Assn., San Francisco Employer's Council; Peninsula Employers' Council; United Employers and independent companies, Central and Northern CA, July, p. 20, S
Long Beach and Orange County Restaurant Association, HERE, Mar., p. 12, D
Lumber and Mill Employers Assn. (San Francisco), IBT, (1982) Apr., p. 24, D
Macy's and Emporium department stores, San Francisco, UFCW, June, p. 17, D
New Car Dealers of Contra Costs and independent dealers, IAM, (1982) Dec., p. 21, D
Restaurant-Hotel Employers' Council of Southern California, HERE, June, p. 17, S
Rock Products and Ready-Mix Concrete Employers of Southern California, IBT, March, p. 12, D
Safeway Stores and Lucky Stores, (Northern), Oct., p. 2, S
San Mateo Hotel Restaurant Employers Assn., HERE, Jan., p. 17, D
Santa Clara County Hospitality Assn., HERE, June, p. 17, D
Sav-on Drug Stores, Southern CA, UFCW, July, p. 20, D
Southern California Food Emloyers Council, SEIU, April, p. 18, S
Thrifty drug stores, Southern CA, UFCW, July, p. 20, D

Colorado

Grand Union Co., UFCW, (1981) May, p. 20, D
Albertson's Stores, UFCW, Nov., p. 21, D
Kings Sooper Food Stores, UFCW, Nov., p. 21, D
Safeway Food Stores, UFCW, Nov., p. 21, D

Connecticut

First National Stores, UFCW, Nov., p. 21, D
Bradlees Mercantile, UFCW, Oct., p. 24, S
Stop and Shop Stores, UFCW, April, p. 16, S

Delaware

Acme Food Stores, UFCW, Jan., p. 17, D

District of Columbia

Bradlee's Dept. Stores, UFCW, Dec., p. 13, D
Guest Services, Inc., HERE, March, p. 11, S
Giant and Safeway food stores, UFCW, Sept., p. 24, D
Magruders Food Stores, UFCW, July, p. 19, S
Woodward & Lothrop, Inc., UFCW, Feb., p. 15, D

Georgia

Colonial, Kroger, and Big Apple stores (Atlanta), UFCW, (1983) May, p. 24, D
Kroger stores, Atlanta, UFCW, Jan., p. 1, S, Dec., p. 13, D

Illinois

Alden's Inc. Chicago, IBT, (1983) Feb., p. 15, D
Chain food stores (IL and IN), UFCW, (1984) Mar., p. 16, D; Sept., p. 19, D
Chicago Beer Wholesalers Assn., IBT, May, p. 12, D
Eagle Food Stores, IL and IN, UFCW, Dec., p. 13, S
Employers Assn. of Greater Chicago, IAM, July, p. 20, D
Independent food stores (IL and IN), UFCW, (1984), 17, D; Aug., p. 28, D
Jewel, Dominick's and Eagle Discount Stores, UFCW, (1984) July, p. 32, D
National Tea Co., Standard Grocery Div. (IL and IN), UFCW, (1982) July, p. 36, C
Northern Illinois Ready Mix and Materials Association, IBT, May, p. 12, D
Spiegel, Inc., Chicago, IBT, Apr., p. 17, C

Indiana

Calumet Supermarket Forum, UFCW, (1982) Aug., p. 26, D

Iowa

Chain and independent food stores (IA, IL), UFCW, July, p. 32, D

Kentucky

A&P Tea Co., (KY, IN) UFCW, (1979) Nov., p. 23, D

Maryland

Acme Markets, Baltimore, UFCW, Sept., p. 24, D
A&P Food Stores (Baltimore), UFCW, Jan., p. 19, S; June, p. 17, D; Sept., p. 18, D
Giant and Safeway food stores, Baltimore, UFCW, Sept., p. 24, D

Massachusetts

A&P Tea Co., MA, ME, NH,UFCW, Dec., p. 12, S
Bradlees Mercantile; a division of Stop and Shop Companies, Inc., MA, ME, NH, UFCW, Sept., p. 4, S, Dec., p. 12, S
Wm. Filene's Son's Co. (Boston), UFCW, April, p. 16, S
Food Mart/Waldbaum's, MA, CT, UFCW, Dec., p. 12, D
Stop and Shop Inc., MA, CT, NH, UFCW, July, p. 19, S

Michigan

A&P stores, UFCW, March, p. 11, S
Chain and independent food stores (meat dept.), UFCW, (1982) May, p. 39, C, D
Farmer Jack Food Stores, UFCW, Feb., p. 15, S
Great Scot Food Stores, UFCW, March, p. 11, S
Kroger Co., UFCW, May, p. 12, D
Meijer, Inc., UFCW, Oct., p. 24, C
Montogomery Ward and Co. (Detroit), UFCW, (1983) Sept., p. 15, S
United Super Market Assn., UFCW, (1983) May, p. 25, S

Minnesota

Chain and independent food stores, Minneapolis, UFCW, Mar., p. 11, D
Chain and independent food stores, St. Paul, UFCW, March, p. 11, D
Minneapolis Automobile Dealers Assn., IBT, Apr., p. 17, D
Northern Minnesota and Northern Wisconsin Food Merchants, UFCW, May, p. 12, S
On-Sale Liquor Dealers of Minneapolis, HERE, Oct., p. 24, D
St. Paul On-Sale Liquor Dealers, HERE, (1982) Oct., p. 23, D
Wholesale grocery companies, IBT, (1982) Oct., p. 23, D

Missouri

Chain and independent food stores, St. Louis, UFCW, July, p. 20, S
Greater St. Louis Automotive Assn., Inc., IAM, Sept., p. 24, D
Kroger, Schnuck's Thor, and National Tea Stores St. Louis, UFCW, March, p. 11, S
Milgram, Safeway and United Super stores, Kansas City, UFCW, Oct., p. 24, D
Kroger Food Stores (Dayton), UFCW, (1984) Mar. p. 16, S

Nebraska

City, ILGWU, Sept., p. 23, S
Hinky Dinky and Safeway (Omaha), UFCW, (1983) June, p. 28, C

Nevada

Food Employers Council, Inc., Las Vegas, UFCW, Dec., p. 13, D

New Jersey

Acme Markets, Inc. UFCW, Sept., p. 24, D
Acme Markets, Inc., Central and Southern NJ, UFCW, Jan., p. 16, D
Bamberger's, UFCW, Feb., p. 17, D
Bradlees Mercantile, UFCW, Dec., p. 13, S
Kings Markets, UFCW, Nov., p. 21, D
New Jersey men's and boy's clothing stores, UFCW, (1984) Apr., p. 22, D
Shop-Rite, Pathmark, Grand Union, Foodtown, and Two Guys, NJ and NY, UFCW, Dec., p. 13, D
Shop-Rite, Pathmark, Grand Union, and Foodtown (Northern NJ), UFCW, (1984) July, p. 21, S

New Mexico

Chain and independent food stores, UFCW, Dec., p. 13, S

New York

A&P Tea Co., New York City, UFCW, Oct., p. 23, D
Associated Liquor Wholesalers of Metropolitan New York, DRWW, Jan., p. 16, S
Associated Men's Wear Retailers of New York, Inc., New York City, RWDSU, June, p. 16, S
Automobile Dealers Industrial Assn. of NY, New York City, UAW, July, p. 19, D
Automotive Parts Distributors Assn. of NY, New York City, IBT, Oct., p. 24, D
Bloomingdale Bros. Dept. Store, New York City, RWDSU, June, p. 16, S
Chain and independent food stores, New York City, UFCW, Dec., p. 13, D
Delicatessen Dealers Assn., HERE, Nov., p. 21, D
First National Stores, (NY, NJ), UFCW, July, (1983) p. 36, S
Gimbel Brothers, Inc., New York City, RWDSU, July, p. 19, S
Grand Union, New York City, UFCW, Sept., p. 23, D
Greater NY Assn. of Meat and Poultry Dealers Inc., UFCW, April, p. 17, D
Greater New York Food Employers Labor Relations Council, UFCW, Sept., p. 23, D
Korvettes, (New York City), UFCW, (1983) Jan., p. 19, S
R.H. Macy, Inc., (New York City), RWDSU, Apr., p. 2, S
New York-Bronx Retail Meat and Food Dealers Inc., UFCW, Dec., p. 12, D
New York City drug stores, RWDSU, Dec., p. 12, S
New York Oil Heating Assn., IBT, Dec., p. 12, D
P&C Supermarkets (NY and PA), UFCW, May, p. 12, D
Produce Trade Assn., (New York City), IBT, (1983) p. 19, D
Retail Apparel Merchants Assn., Inc., (New York City), ACTWU, (1983) Mar., p. 18, D
Restaurant League of New York, Inc., and Bronx, Manhattan and Long Island Delicatessen Dealers Assn., HERE, (1984) Oct., p. 22, D
Star Supermarkets, Inc., UFCW, Feb., p. 15, D
Waldbaum, Inc., Food-a-Rama, Bohack, Daitch Crystal Dairies, and Hill grocery stores, RWDSU, Sept., p. 23, D
Wholesale Tobacco Distributors of New York, IBT, Sept., p. 23, D
Women's Apparel Chain Store Assn., New York

North Carolina

Colonial Stores, Inc., NC, SC, UFCW, July, p. 19, D

Ohio

Akron-Canton Food Industry Committee, UFCW, (1984) Nov., p. 21, S
A&P Tea Co., Kroger, Fisher's and Sparkle, IBT, (1983) May, p. 31, D
Cleveland Food Industry Committee, UFCW, Jan., p. 1, S
Kroger Co. (Cincinnati), UFCW, (1984) Apr., p. 19, D; Dec., p. 11, S
Kroger Co., Columbus and Central Ohio, UFCW, July, p. 20, S

Oregon

Chain and independent food stores, UFCW, (1984) Feb., p. 18, D; Aug., p. 27, D
Food employers Assn., Inc., W. OR, IBT, Jan., p. 18, D
Fred Meyer, Inc., Portland, UFCW, July, p. 20, D
Portland Food Employers' Association, UFCW, April, p. 18, S
President's Council of Food, Beverage and Lodging Industries of Oregon, HERE, Dec., p. 14, S

Pennsylvania

A&P, Acme, and Kroger (PA, WV, OH), UFCW, (1977) Apr., p. 23, D, E
Acme Markets, Inc., Wilkes Barre-Northeastern PA, UFCW, June, p. 17, D
Acme Food Stores, Philadelphia, UFCW, Jan., p. 17, D
Food Store Employers' Labor Council, Philadelphia, IBT, Apr., p. 17, C
Giant Eagle Food Stores, UFCW, (1984) Mar., p. 15, S
Kaufman's Dept. Store and Gimble's Dept. Store (Pittsburgh), UFCW, (1984) Feb., p. 17, D
Kroger Co. (Pittsburgh and W. VA), UFCW, Dec., (1983) p. 20, C
Retail Joint Council, (PA, NJ, DE) (formerly Philadelphia Food Stores Labor Relations Councul), UFCW, (1984) Mar., p. 15, D
Penn Traffic Inc., Riverside Markets, Western PA and OH, United Food Handlers (Ind.) Dec., p. 13, C
Retail Joint Council, Philadelphia, UFCW, March, p. 10, D

Rhode Island

Almacs, Inc., RI, MA, UFCW, July, p. 19, S
Star markets, RI, MA, UFCW, July, p. 19, S

Texas

Kroger and Safeway stores, Dallas and Ft. Worth, UFCW, Oct., p. 24, D
Kroger Co., UFCW, (1982) Aug., p. 18, D
Kroger Co. (Houston), UFCW, (1984) Oct., p. 20, D
Kroger Co., San Antonio, UFCW, Sept., p. 24, S
Lucky Food Stores, Houston, UFCW, Sept., p. 24, D
Southwestern area supermarkets (TX, OK, AR, NM), UFCW, July, p. 25, D
Safeway and Kroger stores, Houston, UFCW, Sept., p. 24, D

Virginia

A&P Stores, UFCW, Nov., p. 21, D

Washington

Allied Employers, Inc., UFCW, Apr., p. 18, D
Allied Employers, Inc. (Seattle), IBT, (1983) May, p. 41, C
Bon Marche Dept. Stores, UFCW, May, p. 13, D
Chain and independent food stores, UFCW, Dec., p. 14, D
Greater Seattle Retail Drug Assn., UFCW, Feb., p. 15, D
Nordstrom Inc., UFCW, May, p. 12, D
Washington restaurant and bars, HERE, (1982) June, p. 17, D

West Virginia

Kroger Co., UFCW, Oct., p. 2, S

Wisconsin

Kohl's Food Stores, UFCW, Nov., p. 21, D
Milwaukee area retail meat industry, UFCW, Feb., p. 15, D
Chain and independent food stores (Milwaukee), UFCW, (1984) Nov., p. 14, D

Finance, insurance and real estate

Apartment Owners Advisory Council (Westchester, NY) SEIU, Sept., p. 25, D
Blue Cross of Northern California, OPEIU, Jan., p. 18, D
Blue Cross-Blue Shield of Michigan, UAW, Sept., p. 25, D
Blue Cross-Blue Shield United of Wisconsin, OPEIU, Nov., p. 22, D
Bronx Realty Advisory Board, SEIU, Jan., p. 18, D
Building Managers Assn. of Chicago, SEIU, Nov., p. 22, D
Building Operators Labor Relations Inc., (Philadelphia), SEIU, Jan., p. 18, S
Chicago walk-up apartments, SEIU, Dec., p. 14, D
Chicago fireproof apartment buildings, SEIU, Dec., p. 14, D
Hospital Service Plan of New Jersey/Medical-Surgical Plan of New Jersey, OPEIU, July, p. 21, S
John Hancock Mutal Life Insurance Co., UFCW, (1984) Sept., p. 19, S
Metropolitan Life Insurance Co., UFCW, June, (1984) p. 2, S; July, p. 33, S
Midtown Realty Owners Assn., SEIU, Feb., p. 16, D
New York Stock Exchange, OPEIU, Sept., p. 25, S
Northwestern Mutual Life Insurance Co., OPEIU, July, p. 21, D
Prudential Life Insurance Co., UFCW, Dec., p. 14, S
Prudential Insurance Co., ILA, Dec., p. 14, S
Realty Advisory Board on Labor Relations, (NY), OPEIU, Jan., p. 18, D
Realty Advisory Board on Labor Relations, Inc., (commercial building agreement-NY), SEIU, (1982) Feb., p. 18, S
Realty Advisory Board on Labor Relations, Inc. (apartment agreement-NY, NY), SEIU, July, p. 22, S

Services

Affiliated Hospitals of San Francisco, CNA, (Ind.), Oct., p. 25, S
Affiliated Hospitals of San Francisco, SEIU, July, p. 25, S
Akron (OH) teachers, Indep., Nov., p. 27, S
Albert Einstein Coll. of Med., RWDSU, Nov., p. 24, D
Akron teachers, NEA, (1984) Nov., p. 17, S
Alacheia County (FL) instructional, AFT, Nov., p. 26, S

Alburquerque teachers, AFT, (1984) Sept., p. 22, S
Allegheny County Hospital (blue collar), various unions, July, p. 23, D
Alliance of Motion Picture and Television Producers, 7 unions, Sept., p. 3, S
American Protective Service, (CA), Indep., Nov., p. 29, D
Anchorage, Alaska, teachers, NEA, July, p. 25, D
Anne Arundel County (MD) teachers, NEA, July, p. 23, D
Anne Arundel County (MD) instructional aides, Indep., July, p. 23, D
Anne Arundel County school support employees, SCME, July, p. 23, D
Appalachian Regional Hospitals, Ind., USA, Apr., p. 18, D
Associated Guard and Patrol Agencies (Chicago), SEIU, Sept., p. 28, S
Associated Hospitals of East Bay, SEIU, (1984) May, p. 22, D
Associated Hospitals of East Bay, ANA, Jan., p. 21, D
Association of Hospitals, Santa Clara County, (CA), nurses, Jan., p. 21, D
Association of Motion Picture and Television Producers, IATSE, (1984) Sept., p. 20, D
Association of Motion Picture and Television Producers, SAG, AFTRA, (1983) Oct., p. 22, S
Association of Motion Picture and Television Producers, DGA, (1984) Sept., p. 20, S
Association of Motion Picture and Television Producers, OPEIU, (1984) Sept., p. 20, D
Alliance of Motion Picture and Television Producers, SWG, April, p. 1, S
Association of Hospitals of Santa Clara County, Ind., (1984) Jan., p. 23, D; Nov., p. 18, S
Association of Private Hospitals, NY, SEIU, Nov., p. 24, D, July, p. 22, S
Association of Telephone Answering Services, Inc., RWDSU, (1984) June, p. 18, D; Dec., p. 12, D
Baltimore teachers, AFT, (1982) Aug., p. 27, S
Baltimore County teachers, NEA, July, p. 23, D
Basic Theatrical Motion Picture Agreement, AFM, Feb., p. 16, D
Billings (MT) teachers, NEA, Aug., p. 13, S
Bay County (FL) teachers, NEA, Nov., p. 25, S
Beverly Enterprises, various locations, UFCW, SEIU, Aug., p. 4, S
Belair (MD) teachers, Ind., Aug., p. 12, S
Boise (ID) teachers, NEA, Nov., p. 28, S
Boston school aides, Indep., Sept., p. 26, D
Brentwood (NY) teachers, AFT, (1984) Oct., p. 22, S
Boulder (CO) teachers, NEA, Feb., p. 17, S
Brevard County, FL, noninstitutional school employees, PAT, Dec., p. 16, S
Brevard County (FL) teachers, AFT, Nov., p. 26, S
Brigham and Women's Hospital (Boston), ANA, (1984) Nov., p. 15, S
Broward County, FL, teachers, Indep., Nov., p. 26, S
Buffalo teachers, AFT, Oct., p. 1, S, Nov., p. 24, S
Carrol County (MD) teachers, NEA, June, p. 18, S
California State University, technical employees, SEIU, Nov., p. 29, S
California State University, clerical, SEIU, Nov., p. 29, S
California state education and library employees, SEIU, Oct., p. 25, S
California state medical social services support employees, SEIU, Oct., p. 25, S
California state registered nurses, SEIU, Oct., p. 25, S
California state doctors, Indep., Oct., p. 25, S
California state health and social services employees, SCME, Oct., p. 25, S
Carrol County (MD) teachers, NEA, Sept., p. 27, S
Casino Hotels of Atlantic City, HERE, Sept., p. 26, D
Cedars-Sinai Medical Center, SEIU, Sept., p. 30, S
Chicago Residential Hotel Assn., SEIU, (1984) Jan., p. 22, D
Chicago teachers, AFT, Oct., p. 1, S
Chicago school custodians, SEIU, Apr., p. 19, S
Chicago school cafeteria workers, HERE, April, p. 19, S
Chula Vista teachers, Ind., (1984) July, p. 37, S; Nov., p. 18, D
Cincinnati (OH) teachers, AFT, May, p. 13, S
Clark County (NV) teachers, AFT, Nov., p. 28, S
Clark County (NV) school classified, Indep., Nov., p. 29, S
Cleveland techers, AFT, Sept., p. 28, D
Columbus (OH) school nonstructional, Indep., Sept., p. 28, D
Columbus (OH) teachers, Indep., Aug., p. 12, D
Compton (CA) teachers, NEA, June, p. 19, S
Compton, CA classified school employees, Indep., Dec., p. 17, S
Concord (CA) teachers, NEA, Nov., p. 29, S
Cook County (IL) Hospital, Indep., Nov., p. 27, S
Cook County (IL) Hospital, SEIU, Nov., p. 27, S
Connecticut State University, AAUP, (1984) Sept., p. 21, S
Cook County Community College, AFT, July, p. 24, D
Council of Hawaii Hotels, ILWU, Dec., p. 17, D
County Hospital (Memphis) SCME, (1984) Sept., p. 21, S
Dade County, FL, school workers, Ind., Dec., p. 16, S
Dade County (FL) nurses, Indep. July, p. 23, D
Davis County (FL) teachers, NEA, Sept., p. 28, S
Duval County (FL) teachers aides, AFT, Nov., p. 25, S
DeLand (FL) teachers, Ind., (1984) Dec., p. 13, S
Davenport (IA) teachers, NEA, Aug., p. 13, S
Dayton teachers, NEA, May, p. 13, S
Denver (CO) teachers, NEA, Aug., p. 13, S
Detroit teachers, AFT, Oct., p. 1, S, Nov., p. 28, S
Detroit (MI) schools (supervisors), Ind., July, p. 24, D
Detroit schools, (clerical, teachers aides, maintenance and custodial), Ind. and SCME, May, p. 13, D
Distribution and film service companies (film exchange agreement), IATSE, (1984) Dec., p. 12, D
Duval County (FL) school employees, various unions, Nov., Nov., p. 25, S
Duval County (FL) teachers aides, AFT, Nov., p. 25, S
Elevator Industries Assn. (NY), IBEW, Nov., p. 24, D
Elgin (IL) teachers, Indep., Nov., p. 27, S
Essex County, NJ, mental health employees, Indep., Nov., p. 24, S
Evansville (IN) teachers, Ind., (1984) Dec., p. 13, S
Duval County (FL) teachers, Duval Teachers United Nov., p. 25, S
Flint (MI) teachers, AFT-NEA, Oct., p. 1, S, Dec., p. 17, S
Flint (MI) Hurley Hospital, clerical, Nov., p. 28, S
Florida State employees, professional health care unit, ANA, Aug., p. 12, S
Fort Worth (TX) noninstructional, various unions, Nov., p. 26, S
Fort Worth (TX) teachers, NEA, Nov., p. 26, S
Frederick County MD teachers, NEA, Nov., p. 22, D
Ft. Wayne (IN) teachers, NEA, Jan., p. 19, S
Garage and parking lot agreement (San Francisco), IBT, (1984) Jan., p. 23, S; Dec., p. 13, D
Gary (IN) teachers, AFT, Sept., p. 32, S
Green Bay (WI) teachers, NEA, July, p. 24, D
Grand Rapids teachers, NEA, (1984) Nov., p. 17, S
Greater Boston Hotel and Motor Inn Assn., HERE, (1984) Dec., p. 12, D
Greater Chicago Hotel and Motel Association, HERE, Jan., p. 20, D
Greater Milwaukee Hotel-Motel Assn., HERE, Sept., p. 29, S
Greater New York Health Care Facilities Assn., SEIU, July, p. 22, D
Indirect System of Custodial Operation of Public Schools of New York City, SEIU, Dec., p. 14, S
Group Health Cooperative (Seattle), RWDSU, (1984) Mar., p. 18, S; July, p. 35, D
Group Health Cooperative of Puget Sound, Hospital and Health Care Employees, Aug., p. 13, S
Hamilton County (TN) teachers, NEA, June, p. S
Hartford, CT, vocational teachers, AFT, Nov., p. 24, S
Hawaii hotels, HERE, (1984) May, p. 22, S
Hawaii hospitals, ANA, Jan., p. 21, S
Hawaii hotels, ILWU, (1984) July, p. 2, S; Aug., p. 28,. S
Hawaii teachers, NEA, Feb., p. 17, D
Hawaii teachers (college), Ind., (1984) Apr., p. 21, S
Hawaii State Nurses, SCME, (1981) May, p. 25, S
Health Employers Inc., (MN) ANA, June, p. 19, D
Health Employers, Inc., (MN) SEIU, Nov., p. 28, D
Hillsborough County, FL, teachers, Ind., Dec., p. 16, S
Hotel Association of Washington, D.C., HERE, Sept., p. 28, D
Hotel Association of Greater Detroit, HERE, (1984) Jan., p. 23, D
Hotel Assn. of New York City, various unions, Aug., p. 4, S
Hotel Employers Assn. of San Francisco, HERE, Sept., p. 30, D
Hotel-Restaurant Employers Council of Southern CA, HERE, June, p. 4, S
Howard County (MD) teachers, Ind., Aug., p. 12, D, June, p. 18, S
Illinois state nurses, ANA, March, p. 14, S
Indiana University, SCME, Aug., p. 12, S
Indianapolis teachers, NEA, Nov., p. 27, S
Indirect System of Custodial Operation of Public Schools of New York City, SEIU, Dec., p. 14, S
Industrial Maintenance Contractors of Seattle, SEIU, (1982) June, p. 18, S
Illinois Assn. of Health Care Facilities, SEIU, Mar., p. 2, S
Jacksonville (FL) teachers, AFT, (1984) Nov., p. 16, S
Jacksonville (FL) school workers, AFT, (1984) p. 16-17, S
Jefferson County, KY, teacher, NEA, Sept., p. 28, D
Jefferson County, KY, Classified Employees, Inc., (1984) July, p. 29, D
Jersey City (NJ) teachers, NEA, Sept., p. 26, D
Johns Hopkins Univ. Hosp., RWDSU, Feb., p. 16, S
Kaiser Foundation Hospital, OPEIU, April, p. 20, D
Kaiser Foundation Hospitals and Permanente Medical Group, CNA, (Ind.), (1984) Apr., p. 21, D
Kaiser Foundation Hospitals and Permanente Medical Group, SEIU, June, p. 4, S
Kaiser Permanente (N CA) ANA, May, p. 2, S
Kansas City (KS) teachers, NEA, Sept., p. 29, D
Knoxville teachers, NEA, Oct., p. 23, S
Lakewood (CO) school service workers, Indep., Feb., p. 17, S
Lansing (MI) teachers, NEA, Aug., p. 13, D
League of New York Theaters and Producers, Dramatists Guild, April, p. 2, S
League of New York Theaters and Producers, AE, June, p. 18, D
League of Voluntary Hospitals and Homes of New York City, RWDSU, July, p. 22, D
Lee County (FL) teachers, NEA, Nov., p. 16, S
Leon County, FL, teachers, NEA, Nov., p. 25, S
Lincoln (NE) teachers, NEA, Sept., p. 29, D
Little Rock teachers, NEA, Nov., p. 26, S

Lockport (NY) teachers, July, p. 22, D
Los Angeles teachers, AFT, Jan., p. 20, S
Los Angeles (CA) school paraprofessionals, Indep., Jan., p. 20, S
Los Angeles (CA) school support, Indep., Jan., p. 20, D
Lynnwood (WA) teachers, NEA, (1984) Nov., p. 28, S
Madison (NJ) teachers, NEA, (1984) May, p. 13, S
Maine University, various, (1984) Aug., p. 27, S
Maintenance Contractors Agreement, CA, SEIU, July, p. 25, D
Maintenance Contractors of New England, Boston, SEIU, Sept., p. 26, D
Maintenance Contractors Assn. of King County, WA, Nov., p. 29, S
Manatee County (FL) teachers, AFT, Oct., p. 25, S
Marion County, FL, teachers, NEA, Dec., p. 16, S
Massachusetts Maintenance Contractors Assn., SEIU, (1984) Mar., p. 17, D
Memphis, TN, teachers, NEA, Aug., p. 12, S
Master Laundry agreement, (MI) LDC, Nov., p. 27, D
Minneapolis Hotels and Motels, HERE, May, p. 13, D
Metropolitan Garage Owners Assn., NY, IBT, Feb., p. 16, D
Michigan State University, graduate teachers, AFT, June, p. 19, S
Milwaukee teachers, NEA, (1984) July, p. 34, D
Minneapolis hotels and motels, HERE, (1984) May, p. 22, D
Minneapolis (MN) teachers, AFT, Nov., p. 28, S
Mississippi teachers, NEA, AFT, April, p. 1, S
Montefiore Medical Center (New York, NY), ANA, June, p. 18, S
Montgomery County, MD, school support services, Ind., July, p. 23, D
Mount Sinai Hospital (registered nurses), NY ANA, July, p. 22, D
Nevada Resort Assn. (downtown and strip), HERE, May, p. 14, D
Nevada Resort Assn., IBT, (1984) IUOE, Sept., p. 17, S
Newark NJ, teachers, AFT, Oct., p. 24, S
New Haven, (CT) teachers, AFT, July, p. 21, D
New York City Laundries, ACTWU, Dec., p. 15, D
New York and New Jersey cemetaries, SEIU, July, p. 22, S
New York movie theaters, SEIU, (1984) June, p. 18, D
New York Stock Exchange, OPEIU, July, p. 1, S
New York City teachers, UFT, Nov., p. 23, S
New York City school supervisors, Indep., Nov., p. 23, s
New York City school paraprofessionals, SCME, Nov., p. 23, S
New York City school psychologists, AFT, Nov., 23, S
New York City school cafeteria employees, SCME, Nov., p. 23, S
New York City school crossing guards, SCME, Nov., p. 23, S
Oklahoma City teachers, AFT, Nov., p. 26, S
Oklahoma city schools, Ind., Nov., p. 26, S
Oregon State University classified, Indep., Sept., p. 30, S
Orange County (FL) noninstructional, SCME, Nov., p. 26, S
Palm Beach (FL) school clerical, Indep., Sept., p. 28, S
Palm Beach (FL) teachers, Indep., Aug., p. 12, S
Palm Beach (FL) school blue collar, BFO, Sept., p. 28, S
Panama (FL) teachers, NEA, (1984) Nov., p. 17, S
Omaha teachers, NEA, Nov., p. 28, S
Pennsylvania State colleges, nonsupervisory, Indep., Sept., p. 26, S
Pennsylvania State University (technical), IBT, July, p. 23, D
Pennsylvania state professional medical employees, ANA, Sept., p. 27, S
Pennsylvania state college faculty, Indep., Sept., p. 27, S
Pennsylvania state corrections officers and psychiatric aides, SCME, Sept., p. 27, S
Pennsylvania state nonsupervisory social and rehabilitation employees, Indep., Sept., p. 27, S
Pennsylvania state social services managers, Indep., Sept., p. 27, S
Pennsylvania state social services supervisors, Indep., Sept., p. 27, S
Pennsylvania state nonsupervisory social rehabilitative services, Indep., Sept., p. 27, S
Pensacola (FL) teachers, NEA, Nov., p. 26, S
Perdue Technologies, Inc., Arnold Air Force Station, MTC, (1982) Dec., p. 17, C
Philadelphia school employees, IBFO, (1982) Apr., p. 20, S
Philadelphia school employees, AFT, Dec., p. 15, S
Peoria (IL) teachers, AFT, Oct., p. 25, S
Philadelphia Hotel and Motel Inn Assn., HERE, Nov., p. 24, D
Philadelphia teachers, AFT, Oct., p. 1, S
Philadelphia school paraprofessionals, AFT, Nov., p. 24, S
Philadelphia school clerical, AFT, Nov., p. 24, S
Phoenix, AZ teachers, NEA, Aug., p. 13, S
Phonograph Record Agreement, AFM, Dec., p. 14, D
Pinellas (FL) school custodians, Indep., Oct., p. 25. S
Pinellas (FL) teachers, NEA, Oct., p. 24, S
Pittsburgh Building Assn., SEIU, (1978) Nov., p. 31, D
Polk County (FL) teachers, AFT, Nov., p. 25, S
Portland (OR) teachers, NEA, Nov., p. 29, S
Portland (OR) school employees, Ind., Nov., p. 29, S
Prince Georges County (MD) teachers, NEA,
Prince Georges County, MD, school workers, Ind., Nov., p. 25, D
Private Sanitation Industry of New York City area, IBT, May, p. 21, D
RCA Service Co., div. of RCA Corp., IBEW, Dec., p. 14, C
Reno (NV) teachers, NEA, Feb., p. 17, S
Richmond (CA) school employees, Ind., Dec., p. 17, S
Richmond, (CA) teachers, NEA, Dec., p. 17, S
Rockford (IL) teachers, NEA, July, p. 24, D
Rush-Presbyterian-St. Lukes Medical Center, IBT, (1984) SEIU, July, p. 34, D
Rutgers University, SCME, July, p. 22, D
Sacramento (CA) hotels and restaurants, HERE, June, p. 19, D
Sacramento noninstructional school employees, SEIU, Dec., p. 17, S
Sacramento (CA) teachers, NEA, Nov., p. 29, D
Salt Lake City (UT) teachers, Indep., Sept., p. 29, S
Sandy (UT) teachers, NEA, Sept., p. 29, S
Salem (OR) school calssified, Indep., Aug., p. 13, S
Salem (OR) teachers, NEA, Aug., p. 14, S
San Diego (CA) school support employees, SEIU, Aug., p. 14, S
San Diego (CA) school support employees, SEIU, Nov., p. 29, S
San Francisco garage and parking lot agreement, IBT, Dec., p. 17, D
San Diego (CA) school support employees, SEIU, Oct., p. 26, s
San Francisco nurses, various, Aug., p. 28, S
San Diego (CA) school office employees, NEA, July, p. 25, S
San Francisco Maintenance Contractors Assn., SEIU, Sept., p. 30, S
San Jose teachers, Ind., (1984) Sept., p. 22, S
Sarasota, FL, teachers, AFT, Dec., p. 15, S
Sarasota, FL, noninstructional school employees, AFT, Dec., p. 16, S
Santa Clara Valley Maintenance Contractors Assn., SEIU, Dec., p. 17, S
Service Employees Assn. (NY, NY), SEIU, Jan., p. 19, D
Seattle (WA) Area Hospital Council, ANA, Sept., p. 30, S
Sanford (FL) teachers, NEA, (1984) Sept., p. 22, S
St. Louis teachers, AFT, p. 28, S
St. Luke's-Roosevelt Hospital Center (registered nurses), NY, ANA, Jan., p. 19, D
Screen actors television and theatrical motion picture agreement, SAG, (1982) Mar., p. 19, D
Seattle, WA, Community College (faculty), AFT, Dec., p. 17, S
Service Employers Assn., SEIU, (1984) May, p. 21, S
South Bend teachers, NEA, (1984) Dec., p. 13, S
Southern NY Residential Health Care Facilities Assn., SEIU, Jan., p. 19, S
Seattle Area Hospital Council, Ind., (1982) Apr., p. 18, S
Seattle, WA, teachers, NEA, (1982) Nov., p. 22, S
Shawnee (KS) teachers, Ind., (1984) Oct., p. 24, S
Sioux Falls (SD) teachers, NEA, Sept., p. 29, S
Southern New York Residential Health Care Facilities Assn., SEIU, July, p. 22, D
Springfield (MA) teachers, NEA, Aug., p. 11, D, June, p. 18, S
Stanford University (laborers and technicians), SEIU, Dec., p. 17, S
Stanford Univ. Medical Center, Ind., Mar., p. 14, D
St. Louis, MO, teachers, AFT, (1981) Nov., p. 23, S
Swedish Hospital-Medical Center registered nurses), WA, Ind., (1984) July, p. 35, S
Tacoma (WA) teachers, Indep., Aug., p. 13, S
Television Film Labor Agreement (national), AFM, Feb., p. 16, D
Temple University (clerical and office employees) RWDSU, Sept., p. 27, S
Temple University (PA) faculty, AAUP, July, p. 23, D
Textile Maintenance Institute of Chicagoland (dry cleaning), LDC, Nov., p. 27, D
Textile Maintenance Institute of Chicagoland (laundry, linen, and industrial), LDC, Nov., p. 27, D
Textile Rental Service Assn., (CA) LDCW, June, p. 19, D
Theatrical Motion Picture Agreement (national) AFM, (1984) May, p. 21, S
Toledo, OH teachers, AFT, April, p. 19, S
Toledo public school nonteaching employees, SCME, June, p. 18, D
Toms River NJ teachers, Indep., Dec., p. 15, S
Towson (MD) teacher aides, clerical and maintenance, Ind. and SCME, (1984) Oct., p. 23, S
Tucson, AZ, teachers, NEA, (1984) Aug., p. 28, S
Tucson teachers' aides and clerical, NEA, Aug., p. 28, S
Syracuse (NY) teachers, NEA, May, p. 13, S
Tulsa (OK) teachers, Indep., Nov., p. 26, S
University of Connecticut faculty, AAUP, July, p. 21, D
University of Cincinnati (OH) SCME, general unit, Nov., p. 27, D, Aug., p. 12, S
University of Cincinnati faculty, AAUP, Sept., p. 28, D
University of Florida, Facility and Professional staff, AAUP, (1982) Aug., p. 27, S
University of Hawaii, faculty, Indep., Jan., p. 21, D
University of Illinois, clerical, SEIU, Dec., p. 17, S
University of Michigan, SCME, July, p. 24, D
University of Maine, Indep., Sept., p. 26, S
University of Minnesota health care workers, SCME, Nov., p. 28, S
Uptown security agencies (San Francisco), IUSO, (1984) Oct., p. 23, D; Jan., p. 34, S
Utica (MI) teachers, NEA, Sept., p. 29, D
Volusia County (FL) noninstructional employees, SCME, Nov., p. 25, S

Walt Disney Productins Inc. (Disneyland Div.), RCIA, IBT, SEIU, BCW, (1984) Nov., p. 19, S
Walt Disney World Co., Ind., Dec., p. 15, S
Walt Disney World/Epcot Center, Service Trades Council, (1984) July, p. 34, D
Warren (MI) teachers, NEA, Aug., p. 13, D
Warwick, RI, teachers, AFT, Sept., 26, D
Washington, DC, Hospital Center (registered nurses), ANA, Dec., p. 15, D, June, p. 18, D
Washington, DC, Hospital Center (clerical), SEIU, Nov., p. 25, D
Washington County (MD) teachers, NEA, Aug., p. 12, S
Washington, DC, teachers, AFT, Oct., p. 1, S
Washoe County (NV) teachers, NEA, Nov., p. 29, S
Waterbury (CT) teachers, NEA, Sept., p. 26, S
Wayne (MI) People Community Hospital, SEIU, July, p. 24, D
Temple University (PA) faculty, AAUP, July, p. 23, D
St. Lukes-Roosevelt Hospital (NY), ANA, June, p. 18, D
Wayne State University (Detroit) faculty, AAUP, Sept., p. 28, S
Wayne State University (Detroit) clerical, AAUP, Sept., p. 29, D
Wichita (KS) school instructional, SEIU, Sept., p. 21, S
Whichita (KS) teachers, NEA, Sept., p. 29, S
Wilmington (DE) teachers, Ind., Sept., p. 26, D
Window Cleaning Employers Assn., (New York, NY), SEIU, March, p. 13, D
Yale University, HERE, Dec., p. 15, C, July, p. 21, C
Yale University clerical and maintenance, HERE, July, p. 21, D
Yosemite Park and Curry Co., SEIU, Mar., p. 14, D
Youngstown Hospital Assn., SEIU, (1984) Jan., p. 22, S; Dec., p. 13, D

Public Administration

(Federal entries listed first, followed by States in alphabetical order)
United States Postal Service, four unions, Feb., 1, S, Dec., p. 18, C
Alaska State employees, trades and crafts, LIUNA, July, p. 29, D
Alaska State employees, general unit, Indep., July, p. 29, D
Alaska State supervisory employees, Ind., July, p. 29, D
Phoenix, AZ, police officers, Indep., Nov., p. 11, S
Phoenix, AZ,, firefighters, Ind., Aug., p. 16, D
Phoenix, AZ, city white collar workers, SCME, Nov., p. 32, S
Phoenix, AZ, blue collar workers, SCME, Sept., p. 23, S
California State safety employees, Ind., Nov., p. 32, S
California state engineers, SEIU, Oct., p. 26, S
California state scientific employees, Indep., Oct., p. 26, S
California state attorneys, Ind., Oct., p. 26, S
California state forestry firefighters, IAFF, May, p. 15, S
Alameda County general workers, SEIU, Sept., p. 32, D
Fresno County, CA, clerical employees, SEIU, Nov., p. 33, S
Los Angeles City service and crafts, SEIU, Nov., p. 32, S
Los Angeles City technical employees, Ind., Nov., p. 32, S
Los Angeles City clerical employees, SCME, June, p. 3, S, Nov., p. 32, S
Los Angeles firefighters, Ind., (1982) July, p. 23, S
Los Angeles city police, Ind., (1984) July, p. 38, D
Los Angeles County Employees, Ind., (1984) July, p. 41, D
Los Angeles County craftsmen, Building Construction Trade Unions, Sept., p. 32, D
Los Aneles unified school district (teachers), AFT, (1981) Dec., p. 18, S
Monterey County employees, Ind., July, p. 28, D
Orange County (CA) general employees, Indep., Nov., p. 33, S
Orange County (CA) clerical, Indep., Nov., p. 33, S
Orange County (CA) supervisory, Indep., Nov., p. 33, S
Riverside County employees, Ind., (1984) Oct., p. 26, S
San Diego County sheriffs, Ind., Aug., p. 16, S
San Diego County employees (social service), Ind., (1984) Nov., p. 20, S
San Diego County employees, various unions, Nov., p. 33, S
San Diego city employees, Ind., Nov., p. 33, S
San Francisco city employees, various unions, (1980) p. 25, S
San Mateo County, CA, general workers, SCME, Jan., p. 24, D
San Mateo (CA) clerical and technical, SEIU, Jan., p. 24, D
Ventura County (CA) employees, Indep., Nov., p. 33, D
Connecticut State employees, SCME, Nov., p. 30, S
Connecticut State professional health care workers, District 1199, (1982) July, p. 40, D
Connecticut State health care workers, Ind., (1982) Nov., p. 23, D
Bridgeport (CT) city empoyees, SCME, (1984) Dec., p. 18, S
District of Columbia police officers, IBPO, (1982) Oct., p. 25, D
District of Columbia firefighters, IAFF, Nov., p. 30, D
District of Columbia general employees, various unions, Nov., p. 30, D
Dade County, FL Dept., of Police and Corrections, PBA, July, p. 27, D
Dade County, FL bus operators and mechanics, ATU, (1983) Apr., p. 22, S
Dade County (FL) firefighters, IAFF, July, p. 27, D
Dade County (FL) general classified employees, SCME, July, p. 27, D
Dade County (FL) Water and Sewer Authority, SCME, July, p. 27, D
Florida State police officers, Ind., Aug., p. 15, S
Florida State professional workers, SCME, Aug., p. 15, S
Florida State human services workers, SCME, Aug., p. 15, S
Florida State professional health care employees, ANA, Aug., p. 15, S
Florida State Workers (operational services), SCME, Aug., p. 15, S
Miami city employees, SCME, (1982) Apr., p. 19, D
Tampa (FL) city employees, ATU, Nov., p. 30, D
Hawaii State employees, (nonprofessional hospital and institutional (workers), July, p. 28, S
Hawaii State employees (blue collar workers, SCME, Apr., p. 22, S
Hawaii State employees (white collar workers), SCME, Apr., p. 22, S
Hawaii State employees (professional and scientific workers), Indep., Jan., p. 24, D
Hawaii police officers, Ind., July, p. 28, S
Hawaii firefighters, Hawaii Firefighters Association, (Ind.), July, p. 28, S
Honolulu (HI) police, Indep., Jan., p. 24, S
Illinois State highway employees, IBT, (1981) May, p. 26, D
Illinois State employees, SCME, (1982) July, p. 40, D
Illinois State protective employees, Indep., July, p. 27, D
Illinois State nurses, ANA,, July, p. 27, D
Chicago firefighters, IAFF (1983) July, p. 29, D
Chicago police, FOP, Sept., p. 32, D
Iowa State employees, SCME, Aug., p. 15, S
Iowa State security employees, SCME, Aug., p. 15, S
Iowa State social services employees, SCME, Aug., p. 15, S
Kansas City employees, various unions, (1979) Sept., p. 26, S
New Orleans teachers and paraprofessionals, United Teachers of New Orleans, (AFT & NEA), (1981) Jan., p. 21, S
Maine State employee, Ind., (1984) Oct., p. 25, S
Maine State employees (institutional services), AFSCME, Jan., p. 21, S
Anne Arundel County (MD) employees, SCME, July, p. 27, D
Baltimore city blue collar, SCME, July, p. 26, D
Baltimore City white collar employees, Ind., July, p. 26, D
Baltimore firefighters, IAFF, July, p. 26, D
Baltimore (MD) police, FOP, July, p. 26, D
Baltimore County Employees, various unions, (1981) July, p. 22, S
Baltimore County teachers, NEA, (1984) Aug., p. 29, S
Massachusetts State engineers and scientists, Ind., (1983) July, p. 28, S
Massachusetts State health care workers, Indep., June, p. 20, D
Massachusetts State clerical workers, NAGE, June, p. 19, D
Massachusetts State judicial clerical employees, OPEIU, (1984) Apr., p. 21, D; July, p. 35, D
Massachusettss State police, Ind., (1984) Nov., p. 19, S
Boston police officers, Indep., (1980) Jan., p. 21, S
Boston blue collar employees, SCME, Nov., p. 30, S
Boston (MA) clerical, SEIU, July, p. 26, D
Worcester general employees, SEIU, (1984) July, p. 35, S
Michigan State troopers, Ind., (1981) Oct., p. 24, D
Michigan State classified employees, Mar., p. 14, S
State scientists and engineers (MI), Indep., Nov., p. 31, D
State correctional employees (MI), SEIU, Nov., p. 31, D
Detroit firefighters, IAFF, Nov., p. 31, S
Detroit (MI) police sergeants, lieutenants, Indep., Aug., p. 15, S
Detroit (MI) police, Indep., July, p. 28, S
Minnesota State employees, SCME, Nov., p. 31, S
Minnesota State supervisory employees, Ind., Nov., p. 32, S
Minnesota State professional employees, Indep., Nov., p. 32, S
Hennepin County, MN, employees, SCME, June, p. 20, S
Kansas City (MO) municipal employees, SCME, June, p. 20, S
Omaha (NE) city employees, SCME, Aug., p. 15, S
New Hampshire State employees, Ind., June, p. 19, S
Las Vegas (NV) city employees, Indep., July, p. 28, D
New Jersey State employees, CWA, (1982) July, p. 40, D
New Jersey administrative and clerical, Indep., Jan., p. 23, D
New Jersey State correction officers, Ind., (1984) July, p. 36, D; Oct., p. 25, D
New Jersey State supervisory, Indep., Jan., p. 22, D
New Jersey State professional employees, Indep., Jan., p. 23, D
Essex County, NJ, clerical, IBEW, Dec., p. 18, S
New York State professional, scientific and technical employees, Ind., Aug., p. 3, S
New York State Thruway Authority, IBT, June, p. 20, S
New York State troopers, Ind., Nov., p. 30, S
New York State employees, SCME, Indep., Aug., p. 14, S

New York State court employees, SCME, Aug., p. 14, S
Broome County (NY) employees, Indep., Jan., p. 22, D
Buffalo blue collar employees, SCME, (1983) Aug., p. 30, D; June, p. 30, S
Buffalo firefighters, IAFF, July, p. 26, D
Buffalo police officers, Indep., July, p. 25, D
Broome County employees, SCME, Aug., p. 29, S
Broome County (NY) employees, Indep., Jan., p. 22, D
Dutchess County employees, SCME, Jan., p. 22, D
Erie County (NY) blue collar, SCME, Sept., p. 30, S
Mayville (NY) employees, SCME, (1984) Dec., p. 13, S
Monroe County, NY, employees, SCME, (1983) Apr., p. 21. S
Nassau County Police, Ind., Jan., p. 22, D
Nassau County (NY) employees, Indep., June, p. 20, S
New York City nonuniformed employees, various unions Aug., p. 4, S
Oneida County, NY, employees, SCME, Jan., p. 22, D
Onondoga (NY) County employees, SCME, June, p. 20, S
Rochester city employees, SCME, Dec., p. 18, S
Schenectady County employees, SCME, Dec., p. 18, S
Suffolk County, NY, police, PBA, (1982) Jan., p. 21, D
Suffolk County, NY, employees, AFSCME, (1983) Apr., p. 21, S
Westchester County, NY, employees, SCME, July, p. 26, S
Montgomery County, OH, SCME, July, p. 36, S
Cincinnati police, FOP, Dec., p. 18, D, July, p. 27, S
Cleveland general employees, SCME, Jan., p. 23, D
Cleveland police officers, Ind., Jan., p. 24, S; Sept., p. 23, S
Columbus (OH) employees, SCME, Sept., p. 23, S
Columbus (OH) police, FOP, July, p. 27, S
Montgomery County (OH) employees, SCME, Feb., p. 18, S
Toledo (OH) city employees, SCME, June, p. 20, S
Mulnomah County, OR, employees, SCME, (1981) Aug., p. 14, D
Oklahoma City employees, SCME, Dec., p. 18, S
Tulsa employees, SCME, (1984) Nov., p. 19, S
Oregon State employees, Ind., Aug., p. 16, S
Oregon State engineers, Indep., Aug., p. 16, S
Oregon State general employees, Indep., Aug., p. 16, S
Oregon State health care employees, IBT, Aug., p. 16, S
Portland, OR, employees, various, (1984) Oct., p. 26, S
Salem, OR, school employees (nonprofessional), Ind., (1984) July, p. 38, S
Pennsylvania State University employees, IBT, (1978) Dec., p. 25, A
Pennsylvania employment security workers, Ind., (1982) July, p. 40, D
Pennsylvania State human services, SCME, Sept., p. 31, S
Pennsylvania social service workers, Ind., (1982) July, p. 40, D
Pennsylvania state employees, various occupations, various unions, Sept., p. 31, S
Allegheny County (PA) clercials, SEIU, July, p. 26, D
Philadelphia police department, FOP, July, p. 26, D
Philadelphia firefighters, IAFF, July, p. 26, D
Philadelphia nonuniformed, SCME, (1984) Nov., p. 19, S
Philadelphia professional employees, SCME, (1982) Aug., p. 28, S
Pittsburgh city laborers, SEIU, Feb., p. 18, S
Pittsburgh firefighters, IAFF, (1984) July, p. 36, S
Pittsburgh teachers, AFT, (1979) Feb., p. 18, D
Pittsburgh police officers, FOP, (1984) Sept., p. 23, S
Rhode Island State employees, SCME, July, p. 25, D
Providence, RI, teachers, AFT, Nov., p. 23, S
Memphis firefighters, IAFF, (1984) Dec., p. 13, S
Memphis (TN) general employees, SCME, Aug., p. 14, S
Memphis (TN) firefighters, IAF, July, p. 27, D
San Antonio firefighters, IAFF, Nov., p. 30, D
San Antonio (TX) police, Indep., Nov., p. 30, D
Davis County, UT, noninstructional, Indep., Nov., p. 22, S
Vermont State employees, Ind., July, p. 25, D
Seattle firefighters, IAFF, Feb., p. 19, S
Seattle, WA, employees, 20 unions, (1982) Oct., p. 25, D
Seattle, WA, police, Indep., Dec., p. 18, S
Wisconsin State blue collar employees, SCME, (1984) July, p. 37, D
Wisconsin State engineers and technicians, Ind., (1982) July, p. 41, D
Wisconsin State nurses, Ind., (1982) July, p. 41, D
Wisconsin State social service employees, SCME, (1984) July, p. 36, D
Wisconsin State white collar employees, SCME, (1984) July, p. 36, D
Wisconsin State technical employees, SCME, (1984) July, p. 36, D
Milwaukee County employees, SCME, Dec., p. 18, D
Milwaukee city employees, SCME, July, p. 28, S
Milwaukee city firefighters, IAFF, Sept., p. 32, S
Milwaukee police, Indep., Nov., p. 31, S

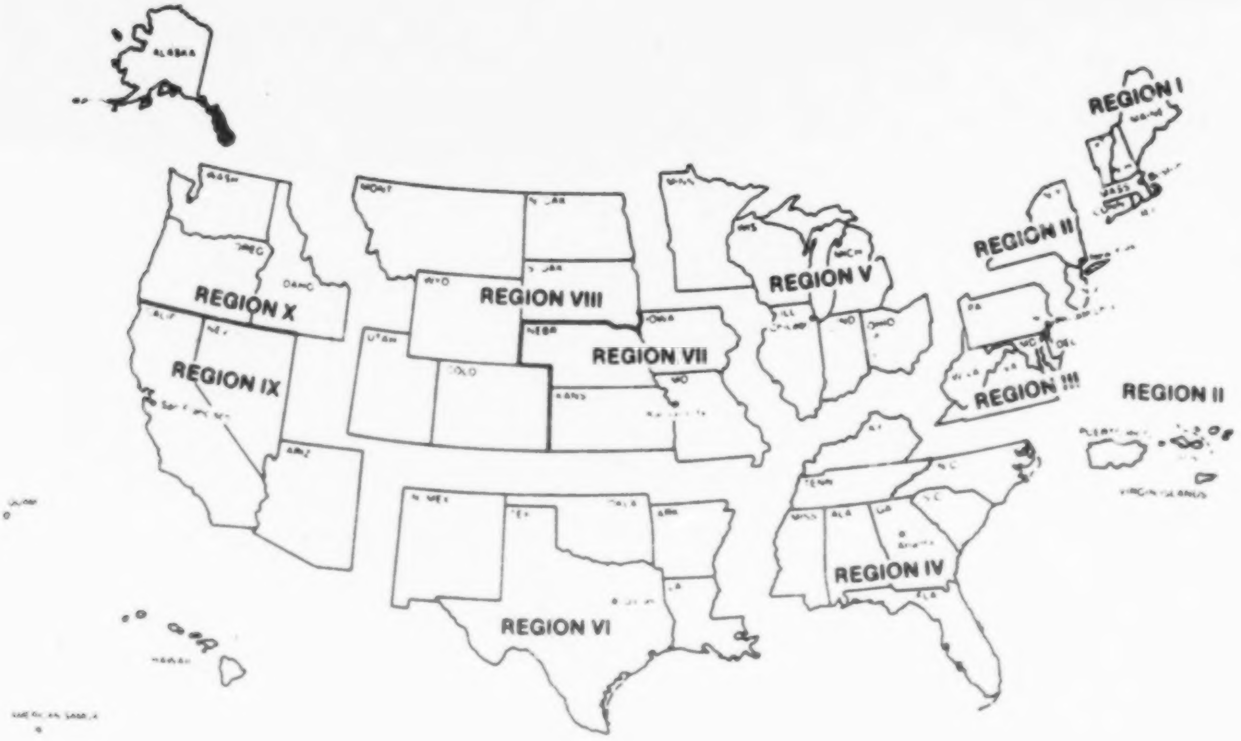
Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1985											1986
	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.
Major bargaining settlements in private industry				x	x			x				
State and local government settlements				x				x				
Employment Cost Index quarterly article		x			x			x			x	
Employment Cost Index historical table				x								
Work stoppages in 1984		x										
Other articles										x[1]		
Index to wage and benefit changes in preceding year	x											

[1] Collective bargaining activity in 1986.

Bureau of Labor Statistics Regional Offices


REGION I
REGION II
REGION II
REGION III
REGION IV
REGION V
REGION VI
REGION VII
REGION VIII
REGION IX
REGION X

Region I
John F. Kennedy Federal Building
Government Center
Boston, Mass. 02203
Phone: (617) 223-6761

Region II
Suite 3400
1515 Broadway
New York, N.Y. 10036
Phone: (212) 944-3121

Region III
3535 Market Street
P.O. Box 13309
Philadelphia, Pa. 19101
Phone: (215) 596-1154

Region IV
1371 Peachtree Street, N.E.
Atlanta, Ga. 30367
Phone: (404) 881-4418

Region V
9th Floor
Federal Office Building
230 S. Dearborn Street
Chicago, Ill. 60604
Phone: (312) 353-1880

Region VI
Federal Building
525 Griffin St., Rm. 221
Dallas, Tex. 75202
Phone: (214) 767-6971

Regions VII and VIII
911 Walnut Street
Kansas City, Mo. 64106
Phone: (816) 374-2481

Regions IX and X
450 Golden Gate Avenue
Box 36017
San Francisco, Calif. 94102
Phone: (415) 556-4678

U.S. Department of Labor
Bureau of Labor Statistics
Washington, D.C. 20212

Official Business
Penalty for private use, $300

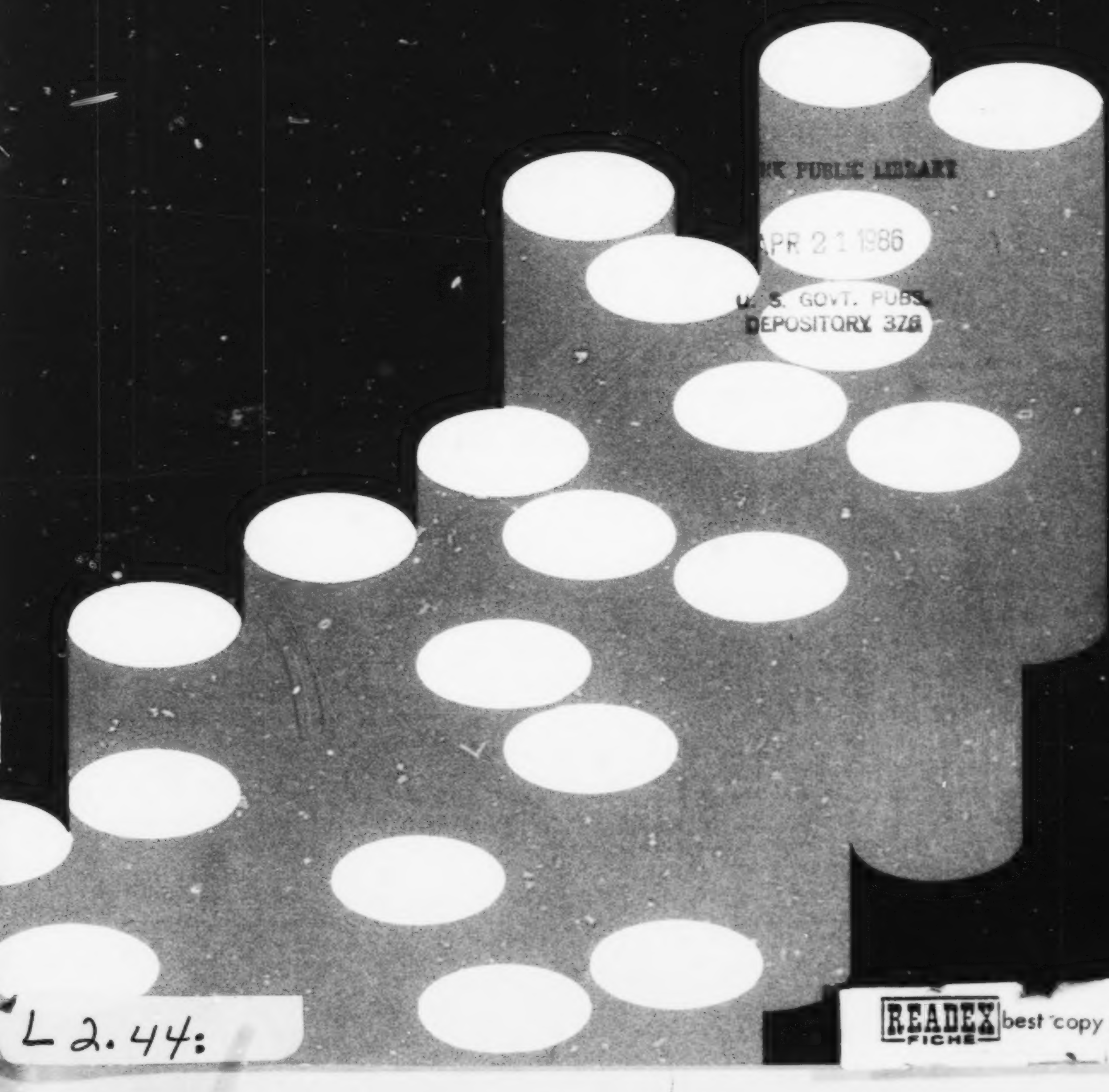
Second-Class Mail
Postage and Fees Paid
U.S. Department of Labor
ISSN 0192-8163

38/3

CWD

CURRENT WAGE DEVELOPMENTS

U.S. Department of Labor
Bureau of Labor Statistics
March 1986



RK PUBLIC LIBRARY
APR 21 1986
U. S. GOVT. PUBS.
DEPOSITORY 378

L 2.44:

READEX FICHE best copy available

U.S. DEPARTMENT OF LABOR
William E. Brock, Secretary

BUREAU OF LABOR STATISTICS
Janet L. Norwood, Commissioner

Office of Wages and Industrial Relations
George L. Stelluto, Associate Commissioner

Current Wage Developments is a monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. It is prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

This publication is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $21 domestic; $26.25 foreign. Single copy $2 domestic; $2.50 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through May 30, 1987. Second-class postage paid at Washington, D.C. and at additional mailing offices.

Unless identified as copyrighted, articles and tabulations in this publication are in the public domain and may be reproduced without permission of the Federal Government. Please credit *Current Wage Developments*, Bureau of Labor Statistics.

ISSN 0192-8163

Current Wage Developments

March 1986 (Includes data through February 1986)
Volume 38 Number 3

Editors: George Ruben, Olivia G. Amiss

In this issue:

41 Employment Cost Index, December 1985
42 Major Work Stoppages: 1985
45 Union Membership of Employed Wage and Salary Workers

1 **Wage Highlights**
5 **Selected wage and benefit changes**
5 **Manufacturing**
5 Food and kindred products
5 Tobacco manufactures
6 Lumber and wood products
6 Paper and allied products
6 Printing and publishing
6 Chemicals and allied products
6 Petroleum and coal products
7 Leather and leather products
7 Primary metal industries
7 Fabricated metal products
9 Machinery, except electrical
9 Electrical and electronic equipment
10 Transportation equipment
11 Instruments and related products
11 Miscellaneous manufacturing
11 **Nonmanufacturing**
11 Mining
11 Construction
12 Transportation and public utilities
13 Wholesale and retail trade
14 Finance, insurance, and real estate
14 Services
15 Public administration
17 **Work stoppages**
19 **Major agreements expiring in April**
21 **Statistics on compensation changes**
21 Definition of terms
23 Tables
51 **Calendar of features**

Wage Highlights

Steelworkers set bargaining goals. In December, the United Steelworkers prepared for 1986 bargaining by formulating general goals for the steel, aluminum, metal container, and nonferrous metals industries. The union's Wage Policy Committee said, "the issue of overriding concern to our members must be the safeguarding of employment opportunities in view of the loss of nearly 500,000 jobs in the industries since 1979."

The Committee said bargainers will press for bans on contracting out work that can be performed by the union's members and on employers shifting work to their nonunion facilities. Along the same lines, the union also said it will press for more stringent provisions for advance notice and consultations on proposed plant closings.

The union also moved to thwart widespread employer attempts to negotiate lower wage and benefit settlements, but did concede that there are "specific situtations where the consequences to our members of not accepting concessions are far worse than the consequences of accepting them." Where wage and benefit cuts are necessary, the union said, they must be balanced by assurances that the workers are the beneficiaries rather than the victims of efforts to save a company. Much of this concern was triggered by the 1985 cost-reducing settlement with Wheeling-Pittsburgh Steel Corp., which gave the union a voice in the plan to save the company, but also led other producers to say that they would seek similar cuts in 1986 to maintain cost parity with Wheeling-Pittsburgh.

Other union goals for the four industries included:

- Union surveillance of pension fund investments to prevent the funds from being used for leveraged buyouts of companies.

- Labor-management programs to contain health care cost increases without shifting any of the companies' premium cost to the employees.

- An overhaul of grievance procedures to reduce delays and to penalize employers who repeatedly violate contract provisions.

- Union representatives on company boards "in appropriate circumstances."

- Restrictions on searches, surveillance, and lie-detector tests.

In mid-January, 550 Steelworkers officials from around the Nation met to decide on specific bargaining tactics to be used in negotiations with steel producers. This was particularly important in this bargaining round because of the end of the 30-year-old unified approach to bargaining announced by the companies in 1985. Although the union will now negotiate with the companies individually, indications are that the Steelworkers will attempt to maintain the wage and benefit uniformity that had developed over the years.

In a move to adapt to the new bargaining approach, employees at each company will vote on their proposed agreements. Previously, the 550 local union officials had the sole right to vote on the uniform terms at the major companies.

Because of the uncertainties of the new bargaining approach, both union and management indicated a desire to start negotiations earlier than in the past, and in February, talks were underway at most major companies, where current contracts expire on July 31. One of the first results was at financially troubled LTV Steel Co., where the union ageed to defer until April 1, the final stage of the restoration of the temporary pay and benefit cut workers at the various companies had accepted in 1983 to aid the industry. The final stage, which included a 45 cents wage restoration (a total of 80 cents was restored in two preceding stages) was effective February 1, at the other companies.

In return for the further 3-month deferral, LTV Steel agreed not to impelement a scheduled cut in its financing of Supplemental Unemployment Benefits, ceded the right to seek a cut in pensions in the continuing negotiations on a new contract, and agreed not to utilize nonunion contractors without prior union approval.

Bethlehem Steel Corp. and National Steel Corp. also sought restoration deferrals similar to LTV Steel, but the union turned them down, apparently because it did not consider their financial situation to be as critical as LTV, which lost $176 million on operations in the first 9 months of 1985 and wrote off $380 million for closing its large plant in Aliquippa, PA.

Elsewhere, there were initial bargaining developments in the copper industry, as a coalition of 13 unions headed by the Steelworkers rejected pay cut proposals of the two largest companies. Kennecott Copper Corp. proposed a 4-year contract calling for a one-third cut in compensation and Newmont Mining Corp. proposed a $6 cut and adoption of a two-tier system of pension and insurance benefits for its 3,000 union-represented employees. Edgar Ball, the Steelworkers' secretary and chief copper negotiator, said the cuts were not warranted because the companies' problems resulted from the Nation's economic and trade policies, rather than high labor costs.

Ball also said that Phelps Dodge Corp. was operating at a profit despite the fact that the compensation level at its Arizona operations was only about $2 an hour less than the other companies, all operating at a loss. (The unions still represent 1,000 Phelps Dodge workers in New Mexico but the company is operating on a nonunion basis in Arizona, after an unsuccessful strike by the unions that began in 1983, when Phelps Dodge refused to accept the "industry pattern settlement.")

The unions' contracts in the industry generally expire on June 30, 1986. Currently, the unions represent fewer than 10,000 copper employees, compared with 40,000 a few years ago.

Meat processing. Recent developments in the meat processing industry centered on the continuing, and increasingly bitter strike against Hormel's Austin, MN, plant but there were more encouraging happenings elsewhere in the industry, as other United Food and Commercial Workers locals negotiated new agreements.

In Sioux Falls, SD, 2,500 members of Local 304A employed by John Morrell Co. will receive $1 an hour in wage increases over a 3-year contract term, bringing their pay rate to $9.75. This was short of the union's $10- an-hour goal for its members throughout the industry but the UFCW contended that it was still a dramatic rise in view of the company's initial demand for a cut, which was a factor in the 3-month strike that preceded the settlement.

Until 1983, the base or common labor rate in the industry was generally $10.69 an hour for UFCW-represented workers but intensifying competition from lower-cost nonunion companies, changing processing and distribution methods, and cuts in consumption of red meat hurt many firms and forced the union to accept a lower pay rate of about $8.25. Following this concession, the UFCW set a goal of restoring the rate to about $10 over the the next few years, and it has been successful in some recent settlements.

Other terms at Morrell included reduced pay rates for new hires, termination of the profit-sharing plan (the workers were guaranteed a $500 payment in December 1985), and a change in the pension plan permitting workers with 30 years of service to retire at any age (was age 55).

Unlike Morrell, which has been operating at a profit and could guarantee its wage increases, Wilson Foods Corp. has lost money in each of the past 5 years, so the UFCW agreed to a 3-year contract that provides for movement toward the $10 goal to be contingent on profitability. Under the provision, the 2,800 workers will receive annual lump-sum payments ranging from 10 cents per compensated hour if the pretax profit for the year is $2 to $4 million, up to 25 cents if the profit is $8 million or more. Unlike most profit-sharing plans, the one at Wilson calls for the hourly amount used to calculate the lump sum to be incorporated into hourly pay rates after each annual payment and to be paid in subsequent regular weekly paychecks.

In other provisions, the UFCW will be permitted to appoint one person (not an officer or member of the union) to Wilson's board of directors, the company will provide the union with annual certified audits of its finances, and the company president will meet quarterly with UFCW officers to discuss finances and operating strategies that could affect employees at the plants, located in Monmouth, IL, Logansport, IN, Oklahoma City, OK, and Cherokee and Clarinda, IA.

The contract also requires Wilson to give 6 months' notice of plant closings and to guarantee employees work or pay for 1 year after the end of the notice period; continue health insurance for 6 months for employees terminated by the closing of a plant department or larger unit; and provide job relocation assistance and retraining for laid off employees.

Profit-sharing also was a feature of a new contract the UFCW negotiated with Farmstead Foods plants in Cedar Rapids, IA, and Albert Lea, MN. A company official said that other terms were similar to those at Wilson, which had owned the two plants until 1985, when Wilson sold them to ease its financial dilemma.

At Farmstead, the profit-sharing rate will range from 10 cents per hour if the annual profit is $1.61 to $3.2 million to 25 cents per hour if profits exceed $8.1 million. As at Wilson, an amount equal to the calculation rate will be incorporated into hourly pay rates after each profit-sharing distribution. Unlike Wilson, the 2,700 Farmstead employees will also receive annual supplemental profit-sharing distributions calculated at 5 to 12.5 cents per hour, depending on the amount by which annual profits exceed $3.21 million. The calculation rate for these supplemental distributions will not be incorporated into hourly pay rates.

In addition to the job security provisions at Wilson, the Farmstead contract requires the company to give the union 45 days' notice of any possible sales of assets affecting the jobs of employees in the bargaining union. The company also stated its "strong desire and objective" that any possible purchasers of the plants would retain current employees, assume the current labor ageement, and recognize the UFCW as bargaining agent for the workers. Elsewhere in the industry, members of UFCW Local 405 in Goodlettsville, TN, approved a 3-year contract with Oscar Mayer & Co., ending a 4-month strike.

The base rate for production workers was reduced to $10 an hour (from $10.60), matching the level negotiated with other pork processors in 1985. In December 1986, the 575 Oscar Mayer employees will receive a 25 cents wage increase, which will keep the company at "the high end of the scale for the industry," according to a company representative.

There were reductions in several benefits. Pensions will now be calculated at $17.50 a month for each year of service prior to October 1, 1985, but the rate will be reduced to $12 for each year of service from October 1, 1985, through December 31, 1986, rising to $13 for later service. Paid vacations also were cut for new employees.

Shipbuilding, trucking legal developments. In January, the National Labor Relations Board upheld the Marine and Shipbuilding Workers' repudiation of a concessionary contract its Local 33 had negotiated with Bethlehem Steel Corp.'s Sparrows Point, MD shipyard. Arthur Baston, President of the Industrial Union of Marine and Shipbuilding Workers of America (IUMSW), said the question of regaining lost compensation for the workers was being handled by the union's attorneys and the parties' permanent umpire also could become involved.

The dispute arose in 1984, when Bethlehem asked for concessions, contending that it was losing work to other yards because its labor costs were too high. Local 33 then entered into negotiations with Bethlehem—with permission of the parent union, according to Local 33 President James Harmon, and without permission, according to Batson. The resulting agreement, negotiated 5 months in advance of the expiration of the existing agreement, called for a pay freeze through August 1987, a $2-an-hour cut in pay rates for new employees, and for termination of a provision for automatic cost-of-living pay adjustments in return for adoption of a provision for possible quarterly profit-sharing distributions.

The IUMSW immediately moved to repudiate the accord and remove Local 33 officers from their jobs but a Federal judge stayed the actions pending a NLRB decision. In the decision, approved by the Board, an administrative law judge held that the IUMSW's constitution did not empower Batson to give Local 33 the authority to negotiate independently. The judge also said that if the international union had somehow managed to waive the constitutional prohibition, the waiver should have been "clear and unmistakable" but because it was not in writing, there was no evidence that a waiver had been granted.

Beginning in 1959, the IUMSW had negotiated national contracts with Bethlehem for as many as eight shipyards. Over the years, yards were closed, leaving only the Sparrows Point facility in 1984. Since the repudiated settlement, Sparrows Point has gained additional production contracts but the number of employees has dropped to 1,200, from 2,200.

In the trucking industry, an employer's attempt to cut costs by unilaternally imposing a wage deferral plan on its union-represented employees was rejected by the Seventh Circuit Court of Appeals. The developments leading to the decision began in 1982, when Manley Truck Lines, Inc., asked the Chicago Truck Drivers Union to incorporate a 12 percent manadatory wage deferral plan into their contract, negotiated earlier in the year. Manley contended the change was necessary to alleviate its financial problems. The union rejected the proposal but did agree that the company could request individual employees to participate. Later in the agreement term, in 1983, Manley again proposed a mandatory plan, with a 15-percent withholding rate. The union rejected this plan but again agreed that Manley could request individual employees to accept the higher wage deferral. Instead, Manley imposed the 15-percent cut (reduced to 10 percent on July 1, 1983), leading the union to file charges with the National Labor Relations Board. The union contended that Manley's action violated the National Labor Relations Act's prohibition of contract modifications without the consent of both parties. The union's position was substained by a NLRB administrative law judge and the Board itself, which then asked the Seventh Circuit to enforce its cease and desist order.

In its appeal, Manley contended that the unilateral imposition of the wage deferral was warranted to avoid bankruptcy, a shutdown, and loss of jobs, which amounted to an "economic necessity" exception to Section 8(d) of the act that was warranted by the general intent of the act.

In its ruling, the Court of Appeals held that an agency such as the NLRB can interpret provisions of its authorizing statute in one of several permissible ways if the interpretation does not conflict with an expressed intent of Congress. Concluding, the Court said "the language of 8(d) neither expressly conditions its enforcement upon the continuing economic survival of the employer's business, nor invites such a condition."

New York City office buildings settle. Building engineers at 350 New York City office buildings will receive wage increases totaling $90 a week during a 3-year contract between the Realty Advisory Board and the Operating Engineers. The first increase, $32 per week effective January 1, brought the engineers' minimum rate to $564 a week. The other increases are $28.40 on January 1, 1987, and $29.60 on January 1,

1988. For helpers, the initial increases of $22.40 and $23.20 in the second and third years. Chief engineers, mechanics, and other employees not paid according to a set wage scale received a 6-percent initial increase, followed by 5-percent increases in the second and third years.

The accord, covering 2,500 workers, also established a mandatory training program for new employees. They will start at $1.50 an hour below the current minimum helper's rate and, contingent on performance, progress to the minimum in 50-cent steps at 6-month intervals. The agreement also provided for a 14-cents-an-hour increase (to $1.29) in the employers' financing of health benefits, 15-cents increase (to 85 cents) in their financing of pensions, and an additional paid holiday, bringing the total to 11 per year.

Pennsylvania health care workers accord. The longest strike against the Commonwealth of Pennsylvania since 1975 ended on January 31, when nurses, pharmacists, and other health care workers represented by the Pennsylvania Nurses Association returned to work at 140 hospitals, health care centers, and prisons. At its peak, the 9-day stoppage reportedly involved about 70 percent of the 3,600 workers represented by the union. The union also permitted a limited number of employees to work in critical patient-care situations and some management employees temporarily filled strikers' jobs.

Terms, which were similar to those negotiated by other State employees in 1985, included a 3-percent pay increase retroactive to the July 1, 1985 effective date of the 3-year contract, followed by additional 3-percent increases on July 1 of 1986 and 1987. According to the union, the employees earned an average of $21,800 a year prior to the settlement.

The union did not win its demand for additional "comparable worth" pay increases but the State did agree to further discussions on the issue. According to the union, members of the bargaining unit were underpaid relative to State employees in other jobs with comparable education, experience, and physical requirements. The State also agreed to reconsider the downgrading of 600 psychiatric nurses, which would have prevented them from receiving merit pay increases.

Other provisions of the contract eliminated primary and election days as paid holidays and reduced paid sick leave to 13 days a year, from 15.6. For workers hired after July 1, 1985, paid sick leave was reduced to 3 days a year, from 4, and paid vacation time was reduced by 1 week through the seventh year of employment.

Hyatt Clark accord. Employee-owned Hyatt-Clark Industries began moving toward full output of automotive bearings after the employees agreed to a reported 10 to 15 percent wage cut, a slight reduction in benefits, and changes in work assignments and output requirements. According to an official of Auto Workers' Local 736, the contract, scheduled to expire in October 1987, can be reopened earlier if company profits exceed anticipated amounts. Virtually all of the output of the Clark, NJ, plant is sold to General Motors Corp., which sold the plant to the workers in 1981 after 40 years of operation.

The settlement was triggered by Hyatt-Clark's inability to pay a note held by a bank. The company then filed for protection under the Federal Bankruptcy Code and a payment schedule was worked out with the bank the next day. At the time, about 90 percent of the 1,100 union-represented workers were on layoff.

Selected Wage and Benefit Changes

Current provisions of collective bargaining agreements are summarized below. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements.

Coverage generally is limited to action affecting 1,000 workers or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspaper, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MANUFACTURING		
FOOD AND KINDRED PRODUCTS		
Nabisco Brands, Inc. Various locations Bakery, Confectionery and Tobacco Workers—9,000	10 cents 3/1/86	Deferred increase negotiated 8/24/85 (CWD Nov. 1985).
Anheuser-Busch, Inc. Various locations Teamsters (Ind.)—9,000	65 cents 3/1/86	Deferred increase negotiated 1/85 (CWD April 1985).
Quaker Oats Co. Cedar Rapids, IA Retail, Wholesale and Department Store—1,000	7 cents 2/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
TOBACCO MANUFACTURES		
Phillip Morris U.S.A. Richmond, VA and Louisville, KY Bakery, Confectionery and Tobacco Workers—10,300	10 cents 1/1/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
American Tobacco Co. Durham and Reidsville, NC Bakery, Confectionery and Tobacco Workers—2,400	10 cents 1/1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Brown and Williamson Tobacco Corp. Petersburg, VA Bakery, Confectionery and Tobacco Workers—1,150	10 cents 1/1/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
LUMBER AND WOOD PRODUCTS		
Masonite Corp. Laurel, MS Woodworkers—950	No increase 1/15/86	1-year agreement negotiated 2/20/86 also provided: $250 lump sum payment on 1/15/86; $11,000 accidental death and dismemberment insurance (was $10,000); $120 week sickness and accident benefit (was $115); see CWD Feb. 1985.
PAPER AND ALLIED PRODUCTS		
Lily Tulip Inc. Springfield, MO Electrical Workers (IBEW) —1,050	4 percent 3/1/86	Deferred increase negotiated 3/1/85 (CWD April 1985); see CWD Sept. 1985.
Pulp and Paper Employer Bargaining Council Portland, OR Paperworkers—4,500	4.5 percent 3/15/86	Deferred increase negotiated 7/15/84; see CWD March 1985.
PRINTING AND PUBLISHING		
Dennison National Corp. Holyoke, MA Graphic Communications—1,000	5 percent 3/1/86	Deferred increase negotiated 3/11/84 (CWD May 1984); see Mar. 1985.
CHEMICALS AND ALLIED PRODUCTS		
Lever Brothers Co. New York, NY Chemical Workers—1,500	3 percent 3/15/86	Deferred increase negotiated 9/1/83 (CWD Dec. 1983); see CWD Mar. 1985.
American Cyanamid Co. Pearl River, NY Chemical Workers—1,600	See next column 1/24/86	2-year agreement negotiated 1/24/86 provided: 4½ percent wage increase on 1/24/86 and 4¼ percent increase on 1/24/87; 50 cents increase in the meal allowance each year of the contract; see CWD Jan. 1985.
Allied Chemical Corp., Chesterfield Fibers Plant Hopewell, VA Teamsters (Ind.)—1,700	60 cents 3/15/86	Deferred increase negotiated 3/1/84 (CWD May 1984); see CWD Mar. 1985.
Dow Chemical Co., Midland Div. Midland, MI United Steelworkers—2,200	See next column 2/17/86	3-year agreement negotiated 2/17/86 provided: 20 shares of stock per year to each employee and an additional 10 shares per year to each employee in a work team attaining $400 cost reduction for each project; see CWD (March 1985).
PETROLEUM AND COAL PRODUCTS		
Atlantic Richfield Co. Various locations Oil, Chemical and Atomic Workers—3,225	No immediate increase 1/15/86	2-year agreement negotiated 1/86 also provided $1,000 lump sum payment 1/86, 2 percent wage increase 1/87; $254 a year for family health insurance 1st year (was $170), $314 2d year; see CWD Jan. 1985.
Sun Oil Co. Various locations Oil, Chemical and Atomic Workers—1,350	No immediate increase	2-year agreement negotiated 1/86 also provided $1,000 lump sum payment 1/86, 2 percent wage increase 1/87; $254 a year for family health insurance 1st year (was $170), $314 2d year; no recent listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PETROLEUM AND COAL PRODUCTS—Continued		
Standard Oil Co. of California Chevron Div. Various locations Oil, Chemical and Atomic Workers—5,450	No immediate increase 1/15/86	2-year agreement negotiated 1/86 also provided $1,000 lump sum payment 1/86, 2 percent wage increase 1/87; $254 a year for family health insurance 1st year (was $170), $314 2d year; see CWD Jan. 1985.
Shell Oil Co. Various locations Oil, Chemical and Atomic Workers—4,500	No immediate increase 1/21/86	2-year agreement negotiated 1/86 also provided $1,000 lump sum payment 1/86, 2 percent wage increase 1/87; $254 a year for family health insurance 1st year (was $170), $314 2d year; see CWD Jan. 1985.
Texaco, Inc. Various locations Oil, Chemical and Atomic Workers—7,100	No immediate increase 1/18/86	2-year agreement negotiated 1/86 also provided $1,000 lump sum payment 1/86, 2 percent wage increase 1/87; $254 a year for family health insurance 1st year (was $170), $314 2d year; no recent listing.
Union Oil Co. of California Various locations Oil, Chemical and Atomic Workers—1,900	No immediate increase 1/16/86	2-year agreement negotiated 1/86 also provided $1,000 lump sum payment 1/86, 2 percent wage increase 1/87; $254 a year for family health insurance 1st year (was $170), $314 2d year; see CWD Jan. 1985.
American Oil Company Various locations Oil, Chemical and Atomic Workers—4,800	No immediate increase 1/13/86	2-year agreement negotiated 1/86 also provided $1,000 lump sum payment 1/86, 2 percent wage increase 1/87; $254 a year for family health insurance 1st year (was $170), $314 2d year; see CWD Jan. 1985.
Mobil Oil Corp. Various locations Oil, Chemical and Atomic Workers—2,000	No immediate increase 1/18/86	2-year agreement negotiated 1/86 also provided $1,000 lump sum payment 1/86, 2 percent wage increase 1/87; $254 a year for family health insurance 1st year (was $170), $314 2d year; see CWD Jan. 1985.
LEATHER AND LEATHER PRODUCTS		
Acme Boot Co. Tennessee United Rubber Workers—1,500	4.4 percent 3/19/86	Deferred increase negotiated 3/18/84 (CWD May 1984); see CWD Mar. 1985.
Samsonite Corp. Denver, CO Rubber Workers—1,050	10 cents 3/21/86	Deferred increase negotiated 3/21/84 (CWD Oct. 1984); see CWD Mar. 1985.
PRIMARY METAL INDUSTRIES		
U.S. Steel Corp. (production and maintenance employees) Various locations Steelworkers—102,000	10 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Bethlehem Steel Corp. Various locations Steelworkers—49,000	10 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Inland Steel Corp. Various locations Steelworkers—21,000	10 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
National Steel Corp. Various locations Steelworkers—15,000	10 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Armco Inc. Various locations Steelworkers—14,000	10 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Republic Steel Corp. Various locations Steelworkers—30,400	10 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Jones & Laughlin Steel Corp. Various locations Steelworkers—32,000	10 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Phoenix Steel Corp. Various locations Steelworkers—1,000	45 cents 3/1/86	Deferred increase negotiated 4/17/83; see below.
Phoenix Steel Corp. Various locations Steelworkers—1,000	10 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Sharon Steel Corp. Sharon and Farrel, PA; Warren, OH; and Dearborn, MI Steelworkers—2,800	10 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Allegheny International Inc., Allegheny Ludlum Industries, Inc. CT, NY, and PA Steelworkers—5,400	10 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Al Tech Specialty Steel Corp., an affiliate of CATX Corp. Watervliet and Dunkirk, NY Steelworkers—1,750	10 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
The Babcock & Wilcox Co., Tubular Products Div. Beaver Falls, PA Steelworkers—4,500	10 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Penn-Dixie Steel Corp. Kokomo, IN Steelworkers—1,100	50 cents 3/86	Deferred increase negotiated 3/83 (CWD Nov. 1983); see CWD Jan. 1986.
FABRICATED METAL PRODUCTS		
Martin Marietta Corp., Aerospace Div. Baltimore, MD; Orlando, FL; and Denver, CO Automobile Workers—4,800	9 cents 2/14/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FABRICATED METAL PRODUCTS—Continued		
Master Lock Co. Milwaukee, WI Automobile Workers—1,300	11 cents 1/86	Automatic semiannual cost-of-living adjustment; see CWD Nov. 1985.
Kohler Co. Kohler, WI Automobile Workers—3,000	9 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Fisher Controls Co. Marshalltown, IA Automobile Workers—1,300	8 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Bendix Corp. Kansas City, MO Machinists—4,000	6 cents 1/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Norris Industries Vernon, CA Automobile Workers—1,800	.4 percent 1/1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
MACHINERY, EXCEPT ELECTRICAL		
Cameron Iron Works Houston, TX Machinists—1,700	15 cents 3/1/86	Deferred increase negotiated 8/7/83 (CWD Sept. 1983); see CWD Dec. 1985.
Rheem Manufacturing Co., Fort Smith Plant Fort Smith, AR Steelworkers—1,200	7 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Caterpillar Tractor Co. Joliet, IL Machinists—1,300	11 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Allis-Chalmers Corp. Independence, MO Steelworkers—1,000	11 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
ELECTRICAL AND ELECTRONIC EQUIPMENT		
New York Lamp and Shade Manufacturers Assn. New York, NY Electrical Workers (IBEW) —1,200	50 cents 12/16/85	3-year agreement negotiated 1/21/86 also provided: 40 cents on both 12/16/86 and 12/16/87; $1.50 hour (was $1.00) to annuity fund effective 12/16/87; see CWD June 1985.
Bendix Corp., Electrical Component Div. Sidney, NY Machinists—2,100	6 cents 2/3/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
United Technologies Inc. (formerly AMBAC Industries) Columbus, MS Electronic Workers—1,250	30 cents 3/1/86	Deferred increase negotiated 3/1/84 (CWD April 1984); see CWD Oct. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
Collins Radio Group-Div. of Rockwell International Richardson, TX Electronic Workers—2,150	3 percent 3/1/86	Deferred increase negotiated 12/5/85 (CWD Feb. 1986).
Ford Electronics and Refrigeration Connersville, IN Electronic Workers—2,000	6 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
The Eureka Co., Div. of National Union Electric Corp. Bloomington, IL Machinists—1,100	7 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
Collins Radio Group-Div. of Rockwell International Cedar Rapids, IA Electrical Workers (IBEW) —3,600	3 percent 3/1/86	Deferred increase negotiated 12/85 (CWD Feb. 1985).
Zenith Radio Corp. Springfield, MO Electrical Workers (IBEW) —2,200	3 percent 3/23/86	Deferred increase negotiated 3/23/85 (CWD April 1985).
TRANSPORTATION EQUIPMENT		
United Technologies Corp., Sikorsky Aircraft Div. Bridgeport and Stratford, CT Teamsters (Ind.)—6,200	9 cents 2/86	Automatic semiannual cost-of-living adjustment see CWD Oct. 1985.
Avco Corp., Lycoming Div. Stratford, CT Automobile Workers—2,550	10 cents 2/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Dana Corp., Parish Div. Reading, PA Steelworkers—2,200	3 percent 3/86	Deferred increase negotiated 11/1/83 (CWD June 1984); see CWD Dec. 1985.
Westinghouse Air Brake, Div. of American Standard, Inc. Wilmerding and Swissvale, PA Electrical Workers (UE-Ind.) —2,800	8 cents 2/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Hayes International Corp. Brimingham, AL Automobile Workers—2,200	8 cents 2/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
General Dynamics Corp., Fort Worth Div. Fort Worth, TX Machinists—6,400	8 cents 2/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.

Continued—Selected wage and benefit changes

TRANSPORTATION EQUIPMENT—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
General Dynamics Corp., Data Systems Div. Forth Worth, TX Office and Professional Employees—1,500	8 cents 2/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Goodyear Aerospace Corp. Akron, OH Automobile Workers—1,450	10 cents 2/86	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Dana Corp. Fort Wayne, IN Allied Industrial Workers—1,650	9 cents 2/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
A.O. Smith Corp. Milwaukee, WI Smith Steel Workers—4,000	10 cents 2/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
McDonnell Douglas Corp. St. Louis, MO Machinists—9,600	9 cents 2/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Freightliner Corp. Portland, OR Machinists—1,500	12.67 cents 2/86	Automatic tri-annual cost-of-living adjustment, payable in lump sum; see CWD Dec. 1985.

INSTRUMENTS AND RELATED PRODUCTS

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Bulova Watch Co., Inc. Jackson Heights and Westbury, NY Independent Production and Maintenance Employees—900	4.5 percent 2/3/86	3-year agreement negotiated 2/3/86 also provided: $125 week maximum sickness and accident benefits 2/3/86 (was $120), $140 2/3/87, and $150 2/3/88; employees with 5-9 years of service receive additional vacation day for each additional year of service; see CWD March 1985.

MISCELLANEOUS MANUFACTURING

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Jewelry Mfrs. Assn., Inc. New York, NY Service Employees—1,600	40 cents 3/22/86	Deferred increase negotiated 3/18/85 (CWD May 1985); see CWD May 1985.

NONMANUFACTURING

MINING

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Iron ore mining cos. National Steelworkers—3,000	10 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.

CONSTRUCTION

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Master Plumbers Assn. of Greater Boston Boston, MA Plumbers—1,250	50 cents 3/1/86	Deferred increase negotiated 8/27/85 (CWD Nov. 1985).

Continued—-Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
New England Mechanical Contractors Assn. Boston, MA, area Plumbers—1,000	50 cents 3/1/86	Deferred increase negotiated 8/31/85 (CWD Nov. 1985).
Contracting Plumbers Assn. of Brooklyn and Queens, Inc. Brooklyn, NY Plumbers—1,500	$1.00 3/1/86	Deferred increase negotiated 8/84 (CWD Oct. 1984); see CWD Mar. 1985.
National Electrical Contractors Assn. Atlanta, GA Electrical Workers (IBEW) —1,900	15 cents 3/1/86	Deferred increase negotiated 8/31/85 (CWD Feb. 1986).
Independent contractors Southern and Western Florida (13 counties) Operating Engineers—1,200	5 percent 3/1/86	Deferred increase negotiated 10/31/85 (CWD Feb. 1986).
TRANSPORTATION AND PUBLIC UTILITIES		
New York State Thruway New York Teamsters (Ind.)—2,100	5 percent 7/1/85	Retroactive increase under 1/86 wage and benefit reopening of a 3-year agreement scheduled to expire on 6/30/87—parties modified the agreement to include: 5.5 percent wage increase effective 7/1/86; longevity increments modified as follows: after 15 years service 36 cents per hour increase for 40-hour employees and $750 per year for 37.5 hour employees and employees with 20 years' service will receive similar increases on 7/1/86; $410 per year payment into union welfare fund (used for prescription drugs and dental care) effective 7/1/85 (was $350) increasing to $465 on 7/1/86; $50,000 accidental death insurance to survior and paid tuition for children if employee dies in the course of responding to an emergency call; first listing.
Transit Authority (operators, maintenance) New York City, NY Amalgamated Transit—1,300	5 percent retroactive to 4/1/85	37-month agreement negotiatd 12/85 also provided: 6 percent wage increases on 4/1/86 and 4/1/87; employees hired on and after 7/1/85 receive 70 percent of the starting pay rate for the first year, 80 percent during the second year, 90 percent during the third year and full rate in the fourth year; $483.48 annually for health insurance effective 4/1/86 (was $458.40), increasing to $499.68 on 4/1/87, $104.28 per year for retirees effective 4/1/86 (was $34.68) increasing to $115.20 on 4/1/87 (payments are prorated on a monthly basis); $14.60 per month maximum payment reimbursed for Medicare expenditures for retirees; first listing.
Consolidated Edison New York, NY Utility Workers—16,000	2 percent 3/86	Deferred increase negotiated 7/85 (CWD Oct. 1985).
New Jersey Transit Authority Marlewood, NJ Amalgamated Transit Union —3,200	20 cents 3/22/86	Deferred increase negotiated 4/15/85 (CWD June 1985); see CWD Sept. 1985.
Central Telephone Co. of Florida Tallahassee, FL Electrical Workers (IBEW) —1,000	3.6 percent 3/1/86	Consists of 1.5 percent deferred increase negotiated 3/85 and 2.1 percent automatic annual cost-of-living adjustment; see CWD Apr. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Missouri-Illinois Transit Authority St. Louis, MO Amalagamated Transit Union —1,500	20 cents 3/1/86	Deferred increase negotiated 2/28/85 (CWD June 1985); see CWD Sept. 1985.
Transit Authority (drivers, mechanics, custodians, clerical, and maintenance) Denver, CO Amalgamated Transit Union —1,500	20-35 cents 3/1/86	Deferred increase negotiated 3/25/85 (CWD June 1985).
WHOLESALE AND RETAIL TRADE		
Greater New York Food Employer Labor Relations Council New York, NY United Food and Commercial Workers—4,000	28.1 cents (average) 3/24/86	Deferred increase negotiated 10/1/83 (CWD Dec. 1983); see CWD Sept. 1985.
Waldbaum, Food-a-rama, Bohack, Daitch and Hills stores New York, NY Retail, Wholesale, and Department Store Union—18,000	31.3 cents (average) 3/30/86	Deferred increase negotiated 9/30/83 (CWD Mar. 1984); see CWD Sept. 1985.
Bloomingdale Brothers Department Store New York, NY Retail, Wholesale, and Department Store Union—4,000	40 cents 3/1/86	Deferred increase negotiated 4/30/85 (CWD June 1985).
A&P Food Stores Baltimore, MD United Food and Commercial Workers—1,500	41 cents 3/1/86	Deferred increase negotiated 10/16/83 (CWD Jan. 1984); see CWD Sept. 1985.
Alpha Beta, A.J. Bayless, Low Cost, & Safeway stores Arizona United Food and Commercial Workers—2,700	15 cents 3/19/86	Deferred increase negotiated 9/19/83 (CWD Oct. 1983); see CWD Sept. 1985.
Eastern Motor Car Dealers California Various	45 cents 3/1/86	Deferred increase negotiated 7/83 (CWD Sept. 1984); see CWD Sept. 1985.
Rock Products and Ready-Mix of Southern California Southern California United Food and Commercial Workers—2,500	60 cents 3/25/86	Deferred increase negotiated 4/15/84 (CWD May 1984); see CWD Mar. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FINANCE, INSURANCE, AND REAL ESTATE		
Realty Advisory Board on Labor Relations New York, NY Operating Engineers—2,000	80 cents-engineers; 63 cents-helpers 1/1/86	3-year agreement negotiated 1/17/86 also provided: 71 cents an hour for engineers and 56 cents helpers 1/1/87 and 74 cents engineers and 58 cents helpers 1/1/88; 5 (were 4) paid "floating" holidays (in addition to existing 8 specified holidays) 1/1/86; 91 (was 86) cents hour employer payment to annuity fund 1/1/86, increasing to $1.01 1/1/87 and $1.06 1/1/88; 75 (was 70) cents hour employer payments to pension fund 1/1/86, increasing to 80 cents 1/1/87 and 85 cents 1/1/88; $1.18 (was $1.15) hour employer payment to health and benefit fund 1/1/86, increasing to $1.24 1/1/87 and $1.29 1/1/88; and 3 cents hour employer payment to training fund 1/1/86—new workers enter training program at $60 a week less than current helper minimum and progress at $20 a week each 6 months until contract minimum rate; see CWD Jan. 1985.
SERVICES		
Mount Sinai Hospital (registered nurses) New York, NY New York State Nurses Assn. —1,600	4 percent 2/16/86	3-year agreement negotiated 1/86 also provided: 4 percent 2/15/87 and 5 percent 3/13/88: experience differential after 18 years experience (was 20 years); and improved job security provisions; see CWD July 1985.
Window Cleaning Employers Assn. New York, NY Service Employees—1,250	$27.06 a week 3/3/86	Deferred increase negotiated 3/84 (CWD Apr. 1984); see CWD Mar. 1985.
Presbyterian Hospital (registered nurses) New York, NY New York State Nurses Assn. —1,400	4 percent 12/1/85	3-year agreement negotiated 1/86 also provided: 4 percent 12/1/86 and 4 percent 12/1/87; $3,200 (was $3,000) a year evening and night shift differential 2/1/86; differentials of $1,000 $1,800, $2,200, $2,400 and $2,600 a year for 2, 4, 6, 8, and 10 years' experience, respectively (were $800, $1,000, $1,300, $1,500, and $1,700 for 2, 3, 4, 5, and 10 years, respectively) 6/1/67; and $2,600 (was $2,400) tuition reimbursement 12/1/87; first listing.
Yale University (service and maintenance employees) New Haven, CT Hotel Employees and Restaurant Employees (Fed. of University Employees)—1,000	5 cents 1/4/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Teachers and related professional employees Pittsburgh, PA American Federation Teachers —3,150	9.9 percent 9/1/86	2-year agreement negotiated 9/3/85 but not effective until current contract expires on 8/31/86 provided: 9.3 percent wage increase on 2/1/87, 9.5 percent on 9/1/87 and 9.3 percent on 2/1/88; effective 7/1/87, teachers with a masters degree plus 40 hours receive $800 per year (now $700), masters plus 50 hours $1,000 per year (now $800) and a masters plus 60 hours $1,200 (now $900); $500 longevity payment after 22 years' service—5 years must accrue in the Pittsburgh school system, (now $300); effective 2/1/88, unused personal leave days (now receive two per year) can be converted into sick leave and carried over the following year, at retirement accumulated sick leave will be paid for (162 day maximum) at one half the daily rate plus $60, maximum sick leave days increase to 324 effective 7/1/87; added plan to contain cost of health insurance; greater teacher participation in curriculum planning; first listing.
Board of Education (clerical) Dade County, FL Independent union and association—1,500	See next column	Wage and benefit reopenings on 4/1/86 and 4/1/87 instead of on 1/1/86 and 1/1/87 as reported in Dec. 1985 issue.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Board of Education (blue-collar employees) Cincinnati, OH State, County and Municipal Employees—2,500	4 percent 1/1/86	2-year agreement negotiated 12/23/85 also provided: 5 percent wage increase on 1/1/87; first listing.
Milwaukee Transport Service Milwaukee, WI Amalgamated Transit Union —1,500	5 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Teachers Coon Rapids, MN Anoka Hennepin Education Association (Ind.)—2,100	8.56 percent retroactive to 7/1/85	2-year agreement negotiated 1/22/86 also provided: 7.32 percent wage increase effective 7/1/86; established a sick leave bank, to be used by employees with a catastrophic illness while they are waiting to qualify for long-term disability benefits effective 4/1/86; $50,000 life insurance (was $37,500) effective 4/1/86; health insurance plan modified to cover physical examinations not to exceed $100 per year, $200 family deductible and effective 7/1/85 $10,000 maximum for hospital and ambulance services (was $6,000); effective 7/1/86, $1,500 basic dental care insurance (was $1,000) and will establish $1,000 per year orthodontic plan; first listing.
Teachers Colorado Springs, CO National Education Association (Ind.)—1,650	5 percent 1/1/86	2-year agreement negotiated 12/85 also provided: 6.2 percent effective 1/1/87; 184 day school year (was 182); first listing.
Teachers Aurora, CO Aurora Education Association (NEA-I)—1,450	5 percent 1/1/86	2-year agreement negotiated 12/85 also provided: 3 percent wage increase effective 9/1/86 and a wage reopening on 8/31/87; 188 days school year for new hires and 186 for current teachers; first listing.
Teachers and related Professionals Oakland, CA Oakland Education Association (Inc.)—3,500	6 percent retroactive to 7/1/86	3-year agreement negotiated 1/31/86 also provided: 7 percent wage increase on both 7/1/86 and 7/1/87; settlement preceded a 19-day strike; first listing.
Teachers Fresno, CA Fresno Teachers Association (NEA-I)—2,450	1-11 percent varies with salary retroactive to 7/1/85	3-year agreement negotiated 9/19/85 also provided: wage and benefit reopening on 4/1/86; 3 percent longevity increase for employees with 20 or more years of service; established extra-curriculum pay for elementary school teachers; 180 day school year (was 176); two unused sick leave days can be used for personal necessity leave days; first listing.
Council of Hawaii Hotels Hawaii Hotel Employees and Restaurant Employees—8,100	5 percent 3/1/86	Deferred increase negotiated 3/84 (CWD Apr. 1984); see CWD Mar. 1985.
PUBLIC ADMINISTRATION		
County employees (patrol officers) Nassau County, Ny Nassau County Patrolmen's Association (Ind.)—2,350	9.4 percent 1/1/86	3-year agreement negotiated 1/22/86 also provided: 9.4 percent wage increase on 1/1/87 and 9.5 percent on 1/1/88; $50 added to longevity payments commencing in the 18th year to 35th and above; $5,000 burial allowance (was $2,500) effective 1/1/86; optical plan established which includes one pair of glasses per year and vision examinations; see CWD July 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
City employees (police) Pittsburgh, PA Fraternal Order of Police (Ind.)—1,150	4 percnt 1/1/86	2-year agreement awarded by arbitration on 1/86 also provided: wage reopening on 4/1/876; restructured salary scheduled to include a 10 percent differential between all ranks and longevity payment changes starting at 5 years of service to 35 years and above; $4 per pay period towards legal fund (was $2); effective 1/1/86 $25 month pension for each year of service (was $20 for employees who retire with 25 years or more service); see CWD Sept. 1984.
City employees (blue collar) Pittsburgh, PA Pittsbugh Joint Collective Bargaining Committee (Ind.)—1,050	See next column 12/85	2-year agreement negotiated 12/85 voluntary wage and benefit freeze; see CWD Feb. 1985.
Firefighters Milwaukee, WI International Associations of Firefighters—1,050	3.9 percent 3/1/86	Deferred increase negotiated 6/85 (CWD Sept. 1985).

Table 1. Work stoppages involving 1,000 workers or more, 1947 to date[1]

Month and year	Number of stoppages: Beginning in month or year	Number of stoppages: In effect during month or year	Workers involved: Beginning in month or year (thousands)	Workers involved: In effect during month or year (thousands)	Days idle: Number (thousands)	Days idle: Percent of estimated working time[2]
1947	270	-	1,629	-	25,720	
1948	245	-	1,435	-	26,127	0.22
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,180	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1,031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,567	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981	145	-	729	-	16,908	.07
1982	96	-	656	-	9,061	.04
1983	81	-	909	-	17,461	.08
1984	62	-	376	-	8,499	.04
1984: January	6	12	28.0	42.9	505.3	.03
February	3	13	9.4	42.4	379.5	.02
March	2	10	3.0	16.5	296.3	.01
April	7	13	28.5	38.4	657.3	.03
May	5	15	8.1	39.2	587.6	.03
June	5	14	23.7	45.9	761.1	.04
July	8	20	70.8	106.4	1,226.0	.06
August	5	19	24.2	103.9	1,634.5	.07
September	10	18	107.9	122.9	731.0	.04
October	4	16	18.0	39.6	562.1	.03
November	4	15	12.0	32.3	500.1	.03
December	3	13	42.5	59.0	655.8	.04
1985: January	2	9	4.7	16.0	278.3	.01
February	4	10	29.3	39.6	259.3	.01
March	4	12	15.2	48.2	698.5	.03
April	3	8	6.2	14.8	222.1	.01
May	2	8	6.9	15.1	236.6	.01
June	2	8	15.7	28.5	454.3	.02
July	9	13	50.1	56.9	476.5	.02
August	6	18	15.3	66.8	810.8	.04
September	11	20	69.5	93.9	863.8	.06
October	6	20	76.6	119.3	1,428.8	.04
November	3	13	26.2	47.0	688.2	.04
December	2	9	8.2	38.0	661.9	.03
1986p: January	4	7	7.6	12.0	170.0	.01
February	3	7	24.0	28.4	309.5	.02

---

[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time: private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in " 'Total Economy' Measure of Strike Idleness," ***Monthly Labor Review,*** October 1968, pp. 54-56.

p = preliminary.

Table 2. Work stoppages involving 1,000 workers or more during February 1986

Organization involved and location [1]	Beginning date	Ending date	Number of workers[2]	Days of idleness during January
Chicago Tribune Chicago, IL Chicago Pressmen, Mailers, and Typographical Union (Ind.)	7/18/85		1,000	19,000
George A. Hormel Company Austin, MI Food and Commercial Workers	8/10/85		1,300	26,700
Watsonville Canning and Frozen Food Warehouse and Robert A. Shaw Watsonville, CA Teamsters (Ind.)	9/9/85		1,000	27,700
Colt Industries, Firearms Division Hartford, CT Automobile Workers	1/24/86		1,100	20,900
Champion Spark Plug Company Ohio; Iowa; Canada and Michigan Automobile Workers	2/1/86		2,300	43,700
National Can Company, American Can Company; Crown, Cork and Seal; Inc.; Continental Can Limited of Canada Nationwide and Canada Steelworkers	2/16/86	3/4/86	13,600	122,900
General Electric Company Lynn, MA Electrical Workers (IUE)	2/21/86		8,100	48,600
Stoppages beginning in February:	3 stoppages		24,000	
Stoppages in effect in February:	7 stoppages		28,400	309,500

---

[1] Labor organizations are affiliated with AFL-CIO except where noted as independent (Ind.).

[2] The number of workers involved is rounded to the nearest hundred.

Major Agreements Expiring in April

Employer and location	Private industry	Labor organization[1]	Number of workers
Independent Building Contractors (Maine)	Construction	Carpenters	1,300
General Building Contractors and others, Philadelphia area (Pennsylvania)	Construction	Laborers	5,000
Building Contractors Association (New Jersey)	Construction	Carpenters	14,000
General Building Contractors, Philadelphia area (Pennsylvania)	Construction	Carpenters	5,000
Building Trades Employers Association, commercial building agreement (Rochester, NY)	Construction	Carpenters	1,100
Construction Contractors Council–AGC Labor Division, Inc. (Washington, DC and vicinity)	Construction	Carpenters	6,300
Construction Contractors Council–AGC Labor Division, Inc. (Washington, DC and vicinity)	Construction	Operating Engineers	1,100
Associated General Contractors and independent contractors (Lake Charles, LA)	Construction	Laborers	1,000
Associated General Contractors, Central Illinois Builders Chapter (Illinois)	Construction	Carpenters	1,200
Greater Peoria Contractors and Suppliers Association, Inc. (Illinois)	Construction	Laborers	1,500
Associated General Contractors, Builders division (Minneapolis and St. Paul, MN)	Construction	Carpenters	4,000
Associated General Contractors, Builders division (Minnesota)	Construction	Laborers	3,000
Associated General Contractors (St. Louis, MO)	Construction	Laborers	3,000
Construction Employers Association (Cleveland, OH)	Construction	Carpenters	3,500
Building Contractors of Southern New Jersey (New Jersey)	Construction	Carpenters	2,200
Associated General Contractors (Minnesota)	Construction	Iron Workers	1,100
Associated General Contractors, building construction agreement (Ohio)	Construction	Operating Engineers	1,000
Home Builders Association (St. Louis, MO)	Construction	Carpenters	4,500
Associated General Contractors (St. Louis, MO)	Construction	Carpenters	4,500
Associated General Contractors (New Orleans, LA)	Construction	Carpenters	3,000
Associated General Contractors (New Orleans, LA)	Construction	Laborers	1,200
Associated General Contractors, building construction (Minnesota)	Construction	Operating Engineers	1,750
Contractors Association of Eastern Pennsylvania, heavy and highway, Philadelphia area (Pennsylvania)	Construction	Laborers	2,000
Associated General Contractors, heavy and highway (Minnesota)	Construction	Laborers	4,250
Associated General Contractors of Missouri (Western Missouri)	Construction	Laborers	1,000
Ohio Contractors Association and Associated General Contractors (Ohio and West Virginia)	Construction	Teamsters (Ind.)	1,400
Ohio Contractors Association (Ohio)	Construction	Operating Engineers	4,000
Ohio Contractors Association (Ohio and Kentucky)	Construction	Bricklayers; Plasterers and Cement Masons	1,100
Montana Heavy, Highway and Building Contractors (Montana)	Construction	Various unions	5,600
Associated General Contractors (Chicago, IL)	Construction	Teamsters (Ind.)	4,000
Associated General Contractors and independent companies, heavy and highway (Minnesota)	Construction	Carpenters	3,500
Associated General Contractors, Duluth contractors and others (Minnesota)	Construction	Teamsters (Ind.)	1,800
Ohio Contractors Association (Ohio)	Construction	Laborers	10,000
Ohio Contractors Association (Cleveland, OH)	Construction	Teamsters (Ind.)	1,400
Associated General Contractors, heavy and highway (Minnesota)	Construction	Operating Engineers	5,000
Associated General Contractors of St. Louis (St. Louis, MO)	Construction	Operating Engineers	1,200
General Building Contractors Association, building and heavy, Philadelphia area (Pennsylvania)	Construction	Operating Engineers	4,500

See footnotes at end of table.

Continued—Major Agreements expiring in April

Employer and location	Private industry	Labor organization[1]	Number of workers
Construction Contractors Council, commercial construction (Washington, DC and vicinity)	Construction	Laborers	2,500
Contractors Association of Eastern Pennsylvania (Pennsylvania)	Construction	Laborers	1,050
Construction Contractors Council, heavy construction (Washington, DC and vicinity)	Construction	Laborers	1,000
Central New Jersey Painting Contractors Association (New Jersey)	Construction	Painters	1,200
Associated Contractors of Essex County (Network, NJ)	Construction	Carpenters	1,850
National Electrical Contractors Association (Philadelphia, PA)	Construction	Electrical Workers (IBEW)	1,700
Roofing and Sheet Metal Contractors Association (Philadelphia, PA)	Construction	Sheet Metal Workers	1,800
Mechanical Contractors Association of Eastern Pennsylvania, Inc., 2 agreements (Pennsylvania)	Construction	Plumbers	4,200
Painting and Decorating Contractors of America (Minneapolis, MN)	Construction	Painters	1,050
National Electrical Contractors of America (St. Paul, MN)	Construction	Electrical Workers (IBEW)	1,400
Sheet Metal and Air Conditioning Contractors (St. Paul, MN)	Construction	Sheet Metal Workers	1,150
National Electrical Contractors of America (Cleveland, OH)	Construction	Electrical Workers (IBEW)	1,100
Mechanical Contractors Association (New Orleans, LA)	Construction	Plumbers	3,000
Roofing and Sheet Metal Contractors (Philadelphia, PA)	Construction	Roofers	1,700
Associated General Contractors and Minnesota Concrete and Masonry Contractors Association (Minneapolis, MN)	Construction	Bricklayers	1,750
Industrial Contractors (Florida and Georgia)	Construction	Carpenters	1,200
Minnesota Gypsum Drywall Contractors Association (Minneapolis and St. Paul, MN)	Construction	Carpenters	1,000
Chicago Meat Packers (Chicago, IL)	Food products	Teamsters (Ind.)	1,200
J.R. Simplot (Caldwell, ID)	Food products	Teamsters (Ind.)	1,100
Brown and Williamson Tobacco Corp. (Virginia)	Tobacco	Bakery, Confectionery and Tobacco Workers	1,050
James River Corp. (Green Bay, WI)	Paper	Paperworkers	1,000
Proctor and Gamble Paper Products Co. (Green Bay, WI)	Paper	Paperworkers	1,500
Owens–Illinois, Inc. (Interstate)	Rubber	Glass, Pottery, Plastics and Allied Workers	1,300
Southern California Shoe Manufacturers Association, Los Angeles area (California)	Leather	Clothing and Textile Workers	1,200
Lynchburg Foundry Co. (Lynchburg, VA)	Primary metals	Steelworkers	1,000
Northern California Foundries (California)	Primary metals	Molders	1,800
Gould Inc., battery group (Interstate)	Electrical products	Electrical Workers (IBEW)	1,300
The Hoover Co. (North Canton, OH)	Electrical products	Electrical Workers (IBEW)	2,800
Bendix Corp. (Interstate)	Transportation equipment	Auto Workers	5,500
United Technologies Corp., Diesel system (Springfield, MA)	Transportation equipment	Electrical Workers (IUE)	1,200
United Technologies Corp., Hamilton Standard division (Windsor, CT)	Transportation equipment	Machinists	3,050
Dana Corp., Weatherhead division (Interstate)	Transportation equipment	Auto Workers	1,000
Robertshaw Controls Co., Grayson division (Long Beach, CA)	Instruments	Auto Workers	1,000
American Airlines Inc., pilots (Interstate)[2]	Air transportation	Allied Pilots Association (Ind.)	3,400
Central Maine Power, Inc. (Augusta, ME)	Utilities	Electrical Workers (IBEW)	4,050
West Penn Power Co. (Pennsylvania)	Utilities	Utility Workers	1,100
Northern Illinois Ready Mix and Materials Association (Chicago, IL)	Wholesale trade	Teamsters (Ind.)	2,000
Greater New York Association of Meat and Poultry Dealers (New York, NY)	Wholesale trade	Food and Commercial Workers	3,000
Chicago Beer Wholesalers Association (Chicago, IL)	Wholesale trade	Teamsters (Ind.)	1,100
Minneapolis Automobile Dealers Association (Minnesota)	Retail trade	Teamsters (Ind.)	1,200
Northwestern Mutual Life Insurance Co. (Milwaukee, WI)	Insurance	Office and Professional Employees	1,550

		Government activity	Labor organization[1]	Number of workers
California:	Riverside County, supporting services	Multidepartments	Supporting Services Unit (Ind.)	2,050
District of Columbia:	Washington Metropolitan Transit Authority	Transportation	Transit Union	5,500
Missouri:	Kansas City, city wide unit	Multidepartments	State, County and Municipal Employees	2,400
Minnesota:	St. Paul, Twin City Area Metropolitan Transit Authority	Transportation	Transit Union	2,100

[1] Affiliated with AFL–CIO except where noted as independent (Ind.).

[2] Information is from newspaper reports.

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars are current earnings adjusted for price changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance, and Social Security.

The index covers all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981 = 100), for most of the current series. Compensation indexes begin in December 1979 for white-collar, blue-collar, and service workers, for goods-producing and service-producing industries, for manufacturing and nonmanufacturing, and for workers by bargaining status and by area size. Within the bargaining status series, compensation data for goods-producing and service-producing industries and for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during the reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those deferred from earlier negotiations, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for compensation). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Data relate to the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective date of

agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while compensation changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover or establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.33	$8.58
1977 dollars	5.18	5.25	5.29	5.14	4.89	4.83	4.83	4.89	4.91	4.89
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	175.45	189.00	203.70	219.91	235.10	255.20	267.26	280.70	294.05	301.16
1977 dollars	186.85	189.00	189.31	183.41	172.74	170.13	168.09	171.26	173.48	171.60
Indexes										
Average hourly compensation:										
All persons, business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	119.1	131.5	143.7	154.9	161.9	168.2	175.1
1977 dollars	98.7	100.0	100.8	99.4	96.7	95.7	97.3	98.5	98.2	98.6
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	118.7	130.0	143.3	154.4	161.7	167.5	173.6
1977 dollars	98.0	100.0	100.8	99.1	96.3	95.5	96.9	98.3	97.7	97.8
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.7	165.5
1977 dollars	99.0	100.0	100.5	97.4	93.5	92.6	93.4	94.8	94.9	94.4

[1] Production or nonsupervisory workers.

r = revised.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure						1985	1985					1986	
	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$8.52	$8.52	$8.54	$8.53	$8.56	$8.54	$8.54	$8.68	$8.65	$8.68	$8.73	$8.74	$8.74
1977 dollars	4.93	4.90	4.89	4.87	4.87	4.86	4.85	4.91	4.89	4.88	4.90	4.89	–
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	294.79	298.20	298.05	298.55	303.02	301.46	302.32	305.54	303.62	302.93	308.17	304.15	302.40
1977 dollars	170.50	171.68	170.80	170.50	172.56	171.48	171.68	173.01	171.54	170.47	172.93	170.20	–
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	164.3	164.3	164.7	164.8	165.2	165.1	165.1	167.0	166.5	167.3	168.5	168.3	168.8
1977 dollars	95.0	94.6	94.4	94.1	94.1	93.9	93.8	94.6	94.1	94.1	94.5	94.2	–
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$8.49	$8.52	$8.54	$8.55	$8.59	$8.57	$8.60	$8.65	$8.64	$8.67	$8.74	$8.68	$8.72
1977 dollars	4.90	4.90	4.89	4.89	4.90	4.88	4.89	4.91	4.89	4.88	4.90	4.85	–
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	298.00	299.90	298.90	300.11	301.51	299.95	301.86	303.62	303.26	303.45	306.77	305.50	305.20
1977 dollars	172.15	172.46	171.19	171.59	172.00	171.01	171.80	172.51	171.82	170.96	171.96	170.69	–
Indexes													
Average hourly compensation (quarterly data):													
All persons, business sector:													
Current dollars (1977 = 100)	172.4	–	–	174.3	–	–	176.1	–	–	177.6	–	–	–
1977 dollars	98.5	–	–	98.5	–	–	98.9	–	–	98.7	–	–	–
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	171.5	–	–	173.0	–	–	174.2	–	–	175.6	–	–	–
1977 dollars	97.9	–	–	97.8	–	–	97.9	–	–	97.6	–	–	–
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	164.0	164.4	164.8	164.9	165.7	165.4	165.7	166.7	166.7	167.1	168.4	167.5	168.5
1977 dollars	94.7	94.5	94.4	94.3	94.5	94.2	94.2	94.6	94.1	94.1	94.4	93.6	–

[1] Production or nonsupervisory workers.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars											
Average hourly earnings, private nonfarm economy	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.33	$8.58
Mining	5.95	6.46	6.94	7.67	8.49	9.17	10.04	10.77	11.28	11.63	11.95
Contract construction	7.31	7.71	8.10	8.66	9.27	9.94	10.82	11.63	11.94	12.12	12.26
Manufacturing	4.83	5.22	5.68	6.17	6.70	7.27	7.99	8.49	8.83	9.18	9.52
Transportation and public utilities	5.88	6.45	6.99	7.57	8.16	8.87	9.70	10.32	10.79	11.11	11.38
Wholesale trade	4.73	5.03	5.39	5.88	6.39	6.96	7.56	8.09	8.55	8.96	9.26
Retail trade	3.36	3.57	3.85	4.20	4.53	4.88	5.25	5.48	5.74	5.88	5.97
Finance, insurance and real estate	4.06	4.27	4.54	4.89	5.27	5.79	6.31	6.78	7.29	7.62	7.93
Services	4.02	4.31	4.65	4.99	5.36	5.85	6.41	6.92	7.31	7.64	7.95
Indexes, 1977 = 100											
Hourly Earnings Index, private nonfarm economy[1]	86.7	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.7	165.5
Mining	85.4	92.5	100.0	112.2	122.9	134.2	148.2	158.9	166.7	173.8	178.8
Contract construction	90.3	95.1	100.0	106.7	114.1	121.9	132.0	141.2	145.6	148.0	149.8
Manufacturing	85.9	92.5	100.0	108.3	117.6	129.4	141.9	152.4	157.9	162.8	168.6
Transportation and public utilities	84.3	92.2	100.0	108.2	116.8	127.2	139.4	148.8	156.6	161.7	166.0
Wholesale trade	87.7	93.3	100.0	109.1	118.6	129.0	139.9	149.7	158.2	165.7	171.2
Retail trade	87.0	92.7	100.0	109.1	117.7	127.2	137.0	143.4	150.2	153.9	156.1
Finance, insurance, and real estate	89.2	94.0	100.0	107.6	116.0	127.0	138.1	148.3	158.7	165.6	171.7
Services	86.5	92.9	100.0	107.4	115.1	125.5	137.3	147.9	156.0	162.9	169.3

[1] Production or nonsupervisory workers.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1985											1986	
	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.p	Feb.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$8.52	$8.52	$8.54	$8.53	$8.56	$8.54	$8.54	$8.68	$8.65	$8.68	$8.73	$8.74	$8.74
Mining	11.90	11.91	11.93	11.86	11.99	11.88	11.95	12.00	11.95	12.02	12.22	12.19	12.29
Contract construction	12.33	12.22	12.21	12.19	12.12	12.16	12.22	12.40	12.36	12.22	12.42	12.29	12.31
Manufacturing	9.43	9.45	9.48	9.48	9.50	9.53	9.48	9.55	9.54	9.61	9.72	9.68	9.68
Transportation and public utilities	11.27	11.24	11.27	11.24	11.32	11.35	11.40	11.52	11.46	11.57	11.60	11.60	11.67
Wholesale trade	9.22	9.19	9.24	9.24	9.28	9.27	9.25	9.33	9.25	9.32	9.41	9.37	9.38
Retail trade	5.99	5.97	5.96	5.97	5.94	5.93	5.91	5.99	5.97	6.00	6.02	6.06	6.06
Finance, insurance, and real estate	7.87	7.87	7.85	7.83	7.95	7.87	7.90	8.03	8.00	8.05	8.14	8.14	8.23
Services	7.87	7.87	7.89	7.88	7.91	7.86	7.87	8.04	8.04	8.10	8.16	8.17	8.22
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	164.3	164.3	164.7	164.8	165.2	165.1	165.1	167.0	166.5	167.3	168.5	168.3	168.8
Mining	178.4	177.8	178.6	177.9	178.9	178.8	178.8	179.3	178.7	180.0	181.7	180.8	180.7
Contract construction	149.9	148.8	149.2	149.3	148.4	148.9	149.8	151.8	151.2	149.0	151.0	149.4	149.4
Manufacturing	167.0	167.3	167.9	168.2	168.5	169.1	168.6	169.3	169.3	170.2	171.3	171.3	171.6
Transportation and public utilities	164.7	164.8	164.5	164.2	165.1	165.0	165.9	168.3	167.5	169.3	169.9	169.9	171.1
Wholesale trade	170.2	169.9	170.7	170.7	171.3	171.1	170.7	172.3	171.0	172.2	173.9	172.9	173.2
Retail trade	155.9	155.8	156.1	156.6	156.0	155.7	155.3	157.3	156.4	156.9	157.6	157.7	158.0
Finance, insurance, and real estate	170.2	170.3	170.0	169.8	172.1	170.5	171.2	173.8	173.0	174.2	176.0	175.9	178.1
Services	167.2	167.4	168.0	167.8	168.8	167.8	168.2	171.5	171.1	172.4	173.6	173.6	174.4
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$8.49	$8.52	$8.54	$8.55	$8.59	$8.57	$8.60	$8.65	$8.64	$8.67	$8.74	$8.68	$8.72
Mining[2]	11.90	11.91	11.93	11.86	11.99	11.88	11.95	12.00	11.95	12.02	12.22	12.19	12.29
Contract construction	12.27	12.22	12.26	12.25	12.23	12.23	12.26	12.30	12.26	12.28	12.36	12.19	12.25
Manufacturing	9.41	9.43	9.48	9.49	9.51	9.53	9.56	9.58	9.58	9.61	9.66	9.62	9.66
Transportation and public utilities	11.25	11.27	11.30	11.31	11.40	11.36	11.41	11.49	11.44	11.50	11.55	11.54	11.66
Wholesale trade	9.20	9.23	9.22	9.24	9.32	9.27	9.27	9.32	9.26	9.34	9.41	9.30	9.36
Retail trade	5.94	5.95	5.94	5.96	5.94	5.95	5.96	6.00	5.99	6.00	6.06	6.01	6.01
Finance, insurance, and real estate[2]	7.87	7.87	7.85	7.83	7.95	7.87	7.90	8.03	8.00	8.05	8.14	8.14	8.23
Services	7.81	7.86	7.88	7.89	7.97	7.94	7.97	8.03	8.03	8.08	8.13	8.07	8.16
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	164.0	164.4	164.8	164.9	165.7	165.4	165.7	166.7	166.4	167.1	168.4	167.5	168.5
Mining[2]	178.4	177.8	178.6	177.9	178.9	178.8	178.8	179.3	178.7	180.0	181.7	180.8	180.7
Contract construction	150.8	149.9	150.4	150.0	149.3	149.1	149.4	150.0	149.4	148.9	150.4	149.3	150.3
Manufacturing	166.9	167.4	167.9	168.4	168.6	169.0	169.3	169.1	169.4	170.1	170.8	170.7	171.4
Transportation and public utilities	164.2	165.4	165.0	165.0	166.6	166.0	166.1	167.3	167.0	168.1	169.2	169.1	170.6
Wholesale trade[2]	170.2	169.9	170.7	170.7	171.3	171.1	170.8	172.3	171.0	172.2	173.9	172.9	173.2
Retail trade	155.4	155.5	155.6	155.9	155.9	155.8	155.3	157.2	156.7	157.4	158.9	157.1	157.6
Finance, insurance, and real estate[2]	172.2	170.3	170.0	169.8	172.1	170.5	171.2	173.8	173.0	174.2	176.0	175.9	178.1
Services	166.2	167.2	167.8	167.6	169.8	169.0	169.6	171.5	171.1	172.1	173.4	171.9	173.4

[1] Production or nonsupervisory workers.

[2] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1983		1984				1985			
	III	IV	I	II	III	IV	I	II	III	IV
Average hourly compensation:										
All persons, business sector	3.5	3.7	3.7	3.7	4.3	3.8	3.8	4.1	4.1	4.2
All employees, nonfarm business sector:										
Current dollars	3.9	3.7	3.4	3.5	3.9	3.6	3.7	3.7	3.6	3.6
1977 dollars	1.3	0.4	-1.0	-0.7	-0.3	-0.4	0.1	0.0	0.2	0.0
Average hourly earnings, private nonfarm economy[1]	4.1	4.4	4.2	4.1	4.0	3.4	3.1	3.1	2.9	3.1
Mining[2]	3.6	3.9	3.5	3.7	3.2	2.0	2.7	2.6	2.5	3.7
Contract construction	2.2	1.5	1.1	1.8	1.7	1.4	1.5	1.0	1.0	1.1
Manufacturing	3.5	4.3	4.3	4.1	4.0	3.8	3.7	3.9	3.6	3.3
Transportation and public utilities	4.0	3.8	3.1	2.9	3.4	2.4	2.2	2.3	2.4	2.7
Wholesale trade	5.3	5.5	5.1	4.9	4.9	4.3	4.2	4.0	3.1	2.6
Retail trade	4.8	4.2	3.4	2.7	1.9	1.8	1.7	1.4	1.5	1.6
Finance, insurance, and real estate[2]	6.6	6.2	4.9	4.5	4.9	4.0	3.9	3.9	3.8	4.4
Services	5.0	4.9	4.7	4.5	4.5	4.2	3.8	4.0	3.9	4.3
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	4.1	4.0	3.6	3.5	3.4	3.1	3.1	3.1	2.9	3.0
1977 dollars	1.6	1.0	-.1	.5	-.1	-.4	-.4	-1.0	-.2	-.2
Mining[2]	4.3	4.2	4.3	4.6	4.4	3.9	3.7	3.1	2.4	2.4
Contract construction	2.6	2.0	1.6	2.0	1.7	1.3	1.8	1.2	1.1	1.0
Manufacturing	2.7	2.8	2.8	3.2	3.4	3.3	3.7	3.8	3.5	3.3
Transportation and public utilities	4.7	4.3	3.5	3.3	3.4	2.9	2.6	2.6	2.7	3.0
Wholesale trade[2]	5.3	5.5	5.2	4.8	4.7	4.2	4.0	3.8	2.9	2.5
Retail trade	4.8	4.4	3.6	2.8	1.9	1.7	1.5	1.3	1.5	1.8
Finance, insurance, and real estate[2]	6.2	5.9	4.7	4.4	4.6	3.6	3.3	3.5	3.4	4.2
Services	5.0	4.8	4.6	4.4	4.4	4.0	3.7	3.9	3.8	4.2
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	4.9	5.8	5.7	5.1	4.7	3.5	2.6	2.3	2.3	2.7
1977 dollars	2.4	2.8	1.9	2.0	1.1	-.1	-.9	-1.6	-.8	-.5

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

r = revised.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1983 I	1983 II	1983 III	1983 IV	1984 I	1984 II	1984 III	1984 IV	1985 I	1985 II	1985 III	1985 IV
Average hourly compensation:												
All persons, business sector	4.7	3.4	1.5	5.1	4.9	3.3	4.1	3.1	4.8	4.4	4.2	3.4
All employees, nonfarm business sector:												
Current dollars	5.6	3.0	1.9	4.3	4.4	3.5	3.5	3.2	4.7	3.6	2.8	3.2
1977 dollars	5.3	-1.2	-2.2	0.0	-0.7	-0.1	-0.4	-0.5	1.4	-0.4	0.2	-1.1
Average hourly earnings, private nonfarm economy[1]	4.9	4.1	3.4	5.2	4.0	3.6	3.2	2.7	2.9	3.7	2.2	3.6
Mining[2]	7.7	.1	3.0	3.8	6.2	1.7	.9	-.7	9.0	1.2	.6	4.1
Contract construction	3.3	-.2	.7	2.4	1.7	2.5	.4	.9	2.1	.5	.5	1.2
Manufacturing	4.6	3.6	3.9	5.1	4.5	3.0	3.5	4.3	4.1	3.7	2.4	2.8
Transportation and public utilities	5.8	3.5	.7	5.0	3.0	2.8	2.8	1.2	1.9	3.4	3.0	2.7
Wholesale trade	5.3	5.9	4.6	6.4	3.7	4.8	4.6	4.2	3.4	3.8	1.2	2.2
Retail trade	4.9	4.6	4.3	3.3	1.6	1.6	1.1	2.7	1.1	.7	1.6	3.2
Finance, insurance and real estate[2]	9.8	3.6	1.8	7.5	6.8	2.1	3.2	4.1	6.2	2.1	2.9	6.7
Services	5.0	5.7	4.1	4.8	4.4	4.9	4.1	3.5	2.8	5.8	3.4	5.1
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	5.1	3.6	2.9	4.3	3.6	3.3	2.6	3.0	3.5	3.2	2.0	3.3
1977 dollars	5.2	-.7	-1.1	.9	.8	1.5	-3.3	-.5	.7	-.7	-.3	-.5
Mining[2]	4.7	2.5	5.1	4.5	5.0	3.8	4.2	2.6	4.4	1.4	1.2	2.6
Contract construction	5.0	.5	.2	2.4	3.3	2.1	-.8	.6	5.2	-.1	-1.2	.3
Manufacturing	4.1	1.7	2.2	3.5	3.9	3.2	3.0	3.3	5.2	3.5	2.0	2.3
Transportation and public utilities	6.9	3.8	1.5	4.9	3.9	2.8	2.0	2.9	2.7	2.9	2.3	4.0
Wholesale trade[2]	5.9	5.2	4.8	6.3	4.5	3.8	4.4	4.0	3.9	2.7	1.2	2.3
Retail trade	4.4	5.7	4.0	3.5	1.4	2.3	.6	2.5	.5	1.7	1.2	3.6
Finance, insurance, and real estate[2]	11.8	3.1	2.3	6.9	6.7	2.0	2.9	3.0	5.4	2.5	2.8	6.2
Services	4.0	5.9	4.3	5.2	3.2	5.0	4.2	3.6	2.1	5.7	3.8	5.2
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	5.7	6.1	4.2	6.8	5.6	4.0	2.3	2.0	2.1	2.9	2.2	3.6
1977 dollars	5.8	1.7	.2	3.5	2.3	1.9	-3.1	-1.3	-.9	-1.2	.4	-.4

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.
p = preliminary.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985 Feb.	1985 Mar.	1985 Apr.	1985 May	1985 June	1985 July	1985 Aug.	1985 Sept.	1985 Oct.	1985 Nov.	1985 Dec.	1986 Jan.p	1986 Feb.p
Average hourly earnings, private nonfarm economy[1]	3.2	3.3	2.9	3.1	3.2	2.6	3.0	3.0	3.1	3.0	3.2	2.8	2.7
Mining[2]	3.2	2.3	2.3	2.1	3.2	2.1	2.8	2.4	3.2	3.4	4.4	2.8	3.3
Contract construction	2.1	1.2	1.3	.9	.7	.8	1.0	1.2	1.0	1.0	1.3	-.1	-.2
Manufacturing	3.7	3.6	3.9	3.9	3.8	3.7	3.7	3.5	3.2	3.2	3.3	2.6	2.7
Transportation and public utilities	2.6	2.2	2.1	2.3	2.6	1.8	2.5	2.8	2.5	2.9	2.9	2.9	3.6
Wholesale trade	4.7	4.4	3.7	4.1	4.3	3.2	3.2	3.0	2.8	2.8	2.4	2.3	1.7
Retail trade	1.9	1.7	1.4	1.7	1.2	1.2	1.5	1.9	1.5	1.2	2.2	1.5	1.2
Finance, insurance, and real estate[2]	4.4	4.4	3.0	3.7	4.9	3.6	4.4	3.5	4.3	4.4	4.6	4.8	4.6
Services	4.0	4.1	3.5	4.0	4.6	3.5	4.0	4.0	4.3	4.4	4.1	4.3	4.5
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	3.3	3.2	2.9	3.1	3.2	2.7	3.0	3.0	3.0	3.0	3.1	2.8	2.8
1977 dollars	-.2	-.7	-1.3	-.9	-.8	-1.1	(3)	.4	.1	-.3	-.5	-.8	-
Mining	4.4	3.2	3.2	3.0	3.1	2.5	2.7	2.0	2.3	2.2	2.7	1.9	1.3
Contract construction	2.4	1.7	1.7	1.1	-.8	-.7	1.1	1.4	1.1	.9	1.1	(3)	-.3
Manufacturing	3.7	3.7	3.8	3.8	3.7	3.7	3.5	3.4	3.2	3.3	3.3	2.7	2.7
Transportation and public utilities	2.8	2.9	2.4	2.6	2.9	2.2	2.8	3.1	2.5	3.2	3.1	3.4	3.9
Wholesale trade	4.4	4.2	3.5	3.9	3.9	3.0	3.1	2.7	2.6	2.6	2.4	2.2	1.8
Retail trade	1.5	1.5	1.1	1.6	1.2	1.1	1.4	2.0	1.7	1.4	2.1	1.7	1.4
Finance, insurance, and real estate	3.8	3.7	2.6	3.4	4.4	3.1	4.0	3.3	4.0	4.2	4.4	4.5	4.6
Services	3.9	4.0	3.5	3.7	4.4	3.3	4.0	4.0	4.3	4.3	4.0	4.2	4.3
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	2.3	3.3	1.7	2.6	2.7	1.8	2.7	2.4	2.8	2.4	3.0	2.1	2.4
1977 dollars	-1.1	-.6	-2.3	-1.3	-1.3	-1.9	-.2	-.2	(3)	-1.0	-.7	-.6	-

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985											1986	
	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.p	Feb.p
Average hourly earnings, private nonfarm economy[1]	3.4	2.9	3.9	3.1	2.9	3.1	2.6	3.1	2.4	2.8	3.5	2.6	2.8
Mining[2]	4.9	3.3	6.1	4.0	5.0	.3	.8	1.5	.3	2.7	3.9	5.3	5.8
Contract construction	2.2	1.2	2.0	1.5	.5	.5	-.2	1.3	0.0	.5	2.1	-.7	-.2
Manufacturing	4.2	4.2	4.4	3.9	3.5	3.2	3.2	2.8	2.1	2.5	3.2	1.9	2.1
Transportation and public utilities	2.2	1.6	2.5	2.3	3.1	2.7	2.9	3.9	2.5	3.4	2.6	3.2	4.4
Wholesale trade	5.0	4.0	4.7	3.3	2.8	4.0	1.5	2.0	.9	2.2	1.9	.6	2.0
Retail trade	2.4	2.0	1.4	1.0	.3	1.0	.7	1.7	1.7	1.3	4.1	2.0	1.7
Finance, insurance, and real estate[2]	8.1	2.9	4.7	3.1	4.4	2.6	.8	4.1	3.9	5.7	4.8	7.0	8.5
Services	4.0	3.7	4.7	3.9	4.1	5.2	4.1	4.4	3.8	4.9	4.1	3.3	4.8
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	4.1	3.3	4.0	3.2	2.8	3.0	2.1	2.8	2.0	2.8	3.3	2.6	3.5
1977 dollars	1.3	.7	.7	-.1	-.6	-.5	-1.2	.1	-.5	-5	-.3	-1.1	-
Mining[2]	2.1	4.4	1.9	2.3	1.6	.4	1.8	([3])	.2	2.5	3.1	2.2	2.2
Contract construction	4.2	2.7	3.7	3.3	.6	-.2	-1.9	.1	-1.4	-1.5	1.6	.3	1.2
Manufacturing	4.2	4.7	4.7	4.5	3.9	3.4	2.9	2.0	1.8	2.0	2.7	2.0	2.6
Transportation and public utilities	3.2	3.9	2.7	2.6	3.1	3.1	2.4	2.3	2.4	3.8	3.1	3.7	5.5
Wholesale trade[2]	5.5	2.5	4.7	3.4	1.8	2.2	.8	2.9	.4	1.8	3.0	2.2	2.8
Retail trade	2.3	1.9	2.1	1.0	.3	1.7	.5	2.2	1.4	1.8	4.0	1.7	2.3
Finance, insurance, and real estate[2]	6.9	2.4	4.5	3.2	4.1	2.7	1.2	2.9	3.6	5.2	4.7	6.4	8.2
Services	3.9	2.9	4.6	3.3	3.8	4.9	4.1	5.2	3.9	5.4	4.2	3.5	4.5
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	2.8	2.3	2.7	2.5	2.3	2.5	2.6	2.5	2.9	2.2	3.5	3.8	2.2
1977 dollars	([3])	-4	-.7	-1.2	-1.3	-.8	-.4	.1	.7	-.7	([3])	-.4	-

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than -0.05.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 9. Employment Cost Index by occupation and industry group[1]

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985
Civilian workers[2]	123.9	128.4	129.2	1.2	1.6	0.6	5.2	4.9	4.3
Workers, by occupational group									
White-collar workers	125.5	130.7	131.6	1.2	1.9	.7	5.6	5.5	4.9
Blue-collar workers	120.9	124.4	124.9	1.1	1.1	.4	4.4	4.0	3.3
Service workers	126.8	130.9	131.8	1.8	2.3	.7	6.5	5.1	3.9
Workers, by industry division									
Goods-producing[3]	121.4	124.9	125.5	1.1	.8	.5	4.7	4.0	3.4
Manufacturing	122.0	125.5	126.0	1.3	.7	.4	5.2	4.2	3.3
Service-producing[4]	125.5	130.7	131.5	1.3	2.2	.6	5.6	5.5	4.8
Services	130.9	136.4	137.1	1.6	2.9	.5	6.8	5.9	4.7
Health services	–	–	–	–	1.6	.3	–	–	–
Public administration[5]	128.6	134.2	134.8	1.3	3.0	.4	5.9	5.8	4.8
Nonmanufacturing	124.8	129.7	130.6	1.2	2.0	.7	5.2	5.2	4.6
Private industry workers[6]	122.7	126.8	127.5	1.3	1.3	.6	4.9	4.7	3.9
Workers, by occupational group									
White-collar workers	123.9	128.8	129.8	1.2	1.3	.8	5.1	5.2	4.8
Blue-collar workers	120.6	124.0	124.4	1.1	1.0	.3	4.2	3.9	3.2
Service workers	125.9	128.8	129.5	2.0	1.8	.5	6.6	4.5	3.0
Workers, by industry division									
Goods-producing[3]	121.2	124.6	125.3	1.1	.6	.6	4.6	3.9	3.4
Service-producing[4]	123.9	128.7	129.4	1.4	1.8	.5	5.1	5.3	4.4
State and local government workers	130.1	136.5	137.5	1.0	3.4	.7	6.6	6.0	5.7
Workers, by occupational group									
White-collar workers	131.1	137.6	138.6	1.1	3.5	.7	6.9	6.1	5.7
Blue-collar workers	125.9	131.9	132.7	.7	2.6	.6	5.6	5.5	5.4
Workers, by industry division									
Services	131.3	137.9	139.1	1.1	3.5	.9	7.1	6.2	5.9
Hospitals and other services[7]	129.2	134.1	135.2	1.0	2.0	.8	5.4	4.8	4.6
Health services	–	–	–	–	2.7	.6	–	–	–
Schools	132.0	139.1	140.3	1.1	4.0	.9	7.7	6.5	6.3
Elementary and secondary	133.5	140.9	142.0	1.1	4.7	.8	7.7	6.7	6.4
Public administration[5]	128.6	134.2	134.8	1.3	3.0	.4	5.9	5.8	4.8

– Data not available.

NOTE: See footnotes after table 14.

WAGES AND SALARIES

Table 10. Employment Cost Index for wages and salaries only, by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985
Civilian workers[2]	121.7	126.3	127.0	1.2	1.7	0.6	4.5	5.0	4.4
Workers, by occupational group									
White-collar workers	123.5	128.8	129.8	1.1	1.9	.8	4.7	5.4	5.1
Blue-collar workers	118.2	122.0	122.3	1.0	1.2	.2	3.7	4.3	3.5
Service workers	124.3	128.0	128.6	1.6	2.2	.5	5.9	4.7	3.5
Workers, by industry division									
Goods-producing[3]	118.8	122.5	123.1	1.0	.8	.5	3.8	4.2	3.6
Manufacturing	119.5	123.2	123.8	1.3	.7	.5	4.4	4.4	3.6
Service-producing[4]	123.4	128.6	129.4	1.1	2.2	.6	4.8	5.4	4.9
Services	128.9	134.2	134.8	1.3	2.8	.4	6.3	5.5	4.6
Health services	–	–	–	–	1.4	.2	–	–	–
Public administration[5]	125.7	131.4	132.0	1.0	3.3	.5	5.3	5.6	5.0
Nonmanufacturing	122.6	127.6	128.4	1.1	2.1	.6	4.4	5.2	4.7
Private industry workers[6]	120.6	124.9	125.6	1.2	1.3	.6	4.1	4.8	4.1
Workers, by occupational group									
White-collar workers	122.3	127.3	128.3	1.2	1.4	.8	4.4	5.3	4.9
Blue-collar workers	118.0	121.7	122.0	1.1	1.2	.2	3.6	4.3	3.4
Service workers	123.7	126.3	126.6	2.1	1.5	.2	6.2	4.2	2.3
Workers, by industry division									
Goods-producing[3]	118.7	122.3	122.9	1.0	.7	.5	3.8	4.1	3.5
Service-producing[4]	122.1	127.0	127.8	1.2	1.8	.6	4.4	5.3	4.7
State and local government workers	127.1	133.2	134.2	.8	3.6	.8	5.9	5.6	5.6
Workers, by occupational group									
White-collar workers	128.0	134.3	135.5	.7	3.6	.7	6.1	5.7	5.7
Blue-collar workers	122.5	127.9	128.4	.5	2.7	.4	4.8	4.9	4.8
Workers by industry division									
Services	128.1	134.5	135.6	.7	3.7	.8	6.2	5.7	5.9
Hospitals and other services[7]	125.9	130.2	130.9	.6	1.7	.5	4.4	4.1	4.0
Health services	–	–	–	–	2.6	.3	–	–	–
Schools	128.7	135.8	137.0	.7	4.3	.9	6.7	6.3	6.4
Elementary and secondary	130.2	137.5	138.5	.7	4.9	.7	7.0	6.3	6.4
Public administration[5]	125.7	131.4	132.0	1.0	3.3	.5	5.3	5.6	5.0

– Data not available.

NOTE: See footnotes after table 14.

Table 11. Employment Cost Index, private industry workers,[2] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985
Private industry workers[1]	122.7	126.8	127.8	1.3	1.3	0.6	4.9	4.7	3.9
Workers, by occupational group									
White-collar workers	123.9	128.8	129.8	1.2	1.3	.8	5.1	5.2	4.8
Excluding sales workers	125.5	129.8	130.4	1.2	1.3	.5	5.6	4.7	3.9
Blue-collar workers	120.6	124.0	124.4	1.1	1.0	.3	4.3	4.2	3.9
Service workers	125.7	128.8	129.5	2.0	1.8	.5	6.6	4.5	3.0
Workers, by industry division									
Goods-producing[3]	121.2	124.6	125.3	1.1	.6	.6	4.6	3.9	3.4
Manufacturing	122.0	125.5	126.0	1.3	.7	.4	5.2	4.2	3.3
Service-producing[4]	123.9	128.7	129.4	1.4	1.8	.5	5.1	5.3	4.4
Transportation and public utilities	–	–	–	–	1.4	.4	–	–	–
Transportation	–	–	–	–	1.4	.0	–	–	–
Public utilities	–	–	–	–	1.7	.9	–	–	–
Wholesale and retail trade	–	–	–	–	1.2	.7	–	–	–
Finance, insurance and real estate	–	–	–	–	1.9	1.6	–	–	–
Services	–	–	–	–	2.3	.3	–	–	–
Health services	–	–	–	–	1.2	.3	–	–	–
Nonmanufacturing	123.1	127.6	128.4	1.2	1.6	.6	4.8	4.9	4.3

– Data not available.

NOTE: See footnotes after table 14.

Table 12. Employment Cost Index for wages and salaries, private industry workers,[1] by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985
Private industry workers[1]	120.6	124.9	125.6	1.2	1.3	0.6	4.1	4.8	4.1
Excluding sales workers	121.5	125.5	125.9	1.3	1.3	.3	4.6	4.6	3.6
Workers, by occupational group									
White-collar workers	122.3	127.3	128.3	1.2	1.4	.8	4.4	5.3	4.9
Excluding sales workers	124.4	128.8	129.4	1.2	1.3	.5	5.1	4.8	4.0
Professional and technical workers	127.3	131.2	131.5	1.7	1.9	.2	5.7	4.8	3.3
Managers and administrators	122.2	127.7	128.4	1.0	.9	.5	5.6	5.5	5.1
Salesworkers	111.6	119.3	122.5	1.0	1.6	2.7	.4	8.0	9.8
Clerical workers	122.9	127.1	127.9	.7	1.2	.6	3.9	4.2	4.1
Blue-collar workers	118.0	121.7	122.0	1.1	1.2	.2	3.6	4.3	3.4
Craft and kindred workers	119.4	123.7	123.8	1.2	1.4	.1	3.5	4.8	3.7
Operatives, except transport	117.9	121.1	121.6	1.1	.8	.4	3.8	3.9	3.1
Transport equipment operatives	114.0	117.7	117.8	.5	1.7	.1	3.4	3.8	3.3
Nonfarm laborers	115.9	118.6	119.8	1.0	.1	1.0	3.4	3.4	3.4
Service workers	123.7	126.3	126.6	2.1	1.5	.2	6.2	4.2	2.3
Workers, by industry division									
Goods-producing[3]	118.7	122.3	122.9	1.0	.7	.5	3.8	4.1	3.5
Construction	114.4	117.3	117.9	.1	.6	.5	1.3	2.6	3.1
Manufacturing	119.5	123.2	123.8	1.3	.7	.5	4.4	4.4	3.6
Durables	119.1	122.7	123.4	1.2	.6	.6	4.1	4.2	3.6
Nondurables	120.2	124.0	124.6	1.3	1.1	.5	4.9	4.6	3.7
Service producing[4]	122.1	127.0	127.8	1.2	1.8	.6	4.4	5.3	4.7
Transportation and public utilities	20.7	124.8	125.2	.7	1.6	.3	3.3	4.1	3.7
Tranportation	–	–	–	–	1.5	–.5	–	–	–
Public utilities	–	–	–	–	1.7	1.0	–	–	–
Wholesale and retail trade	118.1	122.7	123.7	1.4	1.3	.8	5.2	5.3	4.7
Wholesale trade	122.9	127.7	128.3	1.8	.7	.5	5.5	5.8	4.4
Retail trade	116.2	120.8	121.9	1.1	1.6	.9	5.1	5.1	4.9
Finance, insurance, and real estate	115.8	124.1	126.5	.4	2.0	1.9	–.9	7.6	9.2
Services	129.5	133.9	134.1	1.9	2.2	.1	6.2	5.4	3.6
Health services	–	–	–	–	1.0	.2	–	–	–
Nonmanufacturing	121.1	125.9	126.6	1.1	1.6	.6	4.0	5.0	4.5

– Data not available.
NOTE: See footnotes after table 14.

Table 13. Employment Cost Index, private industry workers, by bargaining status, region, and area size[1]

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985
Workers, by bargaining status									
Union	123.9	126.5	127.1	1.1	0.8	0.5	4.3	3.2	2.6
Goods-producing[3]	122.9	124.6	125.2	1.2	.6	.5	4.8	2.6	1.9
Service-producing[4]	125.6	129.5	130.2	.9	1.2	.5	3.5	4.0	3.7
Manufacturing	123.2	125.0	125.5	1.3	.6	.4	5.1	2.8	1.9
Nonmanufacturing	124.5	127.8	128.6	.7	.9	.6	3.4	3.4	3.3
Nonunion	121.9	126.8	127.5	1.3	1.4	.6	5.2	5.4	4.6
Goods-producing[3]	119.6	124.4	125.1	1.0	.7	.6	4.4	5.1	4.6
Service-producing[4]	123.3	128.3	129.0	1.6	2.0	.5	5.7	5.7	4.6
Manufacturing	120.8	125.7	126.3	1.3	.7	.5	5.1	5.4	4.6
Nonmanufacturing	122.4	127.3	128.1	1.4	1.8	.6	5.2	5.5	4.7
Workers, by region									
Northeast	123.8	128.8	129.9	1.1	1.9	.9	5.4	5.2	4.9
South	122.2	126.5	127.2	1.2	1.0	.6	4.4	4.8	4.1
Midwest (formerly North Central)	120.8	124.2	124.6	.9	1.2	.3	5.3	3.8	3.1
West	124.9	129.1	129.8	2.0	.9	.5	4.1	5.4	3.9
Workers, by area size									
Metropolitan areas	123.2	127.3	128.1	1.4	1.3	.6	4.9	4.8	4.0
Other areas	119.8	123.9	123.9	.7	1.1	.0	4.6	4.1	3.4

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See footnotes to table 14.

See footnotes after table 14.

WAGES AND SALARIES

Table 14. Employment Cost Index for wages and salaries, private industry workers,[1] by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985
Workers, by bargaining status									
Union	120.9	124.1	124.7	0.9	0.9	0.5	3.4	3.6	3.1
Goods-producing[3]	119.3	122.2	122.7	1.0	.7	.4	3.7	3.5	2.9
Service-producing[4]	123.9	127.1	127.8	.8	1.1	.6	2.9	3.8	3.5
Manufacturing	119.5	122.8	123.3	1.2	.9	.4	4.1	4.0	3.2
Nonmanufacturing	122.1	125.3	125.9	.7	1.0	.5	2.7	3.3	3.1
Nonunion	120.4	125.2	125.9	1.3	1.5	.6	4.5	5.4	4.6
Goods-producing[3]	118.1	122.3	123.0	1.0	.7	.6	3.9	4.6	4.1
Service-producing[4]	121.6	126.9	127.7	1.4	2.0	.6	4.8	5.8	5.0
Manufacturing	119.5	123.7	124.4	1.4	.7	.6	4.6	4.9	4.1
Nonmanufacturing	120.7	125.9	126.6	1.3	1.9	.6	4.4	5.6	4.9
Workers, by region									
Northeast	121.9	126.8	128.1	1.2	1.8	1.0	4.5	5.2	5.1
South	120.2	124.8	125.4	1.0	1.1	.5	3.9	4.9	4.3
Midwest (formerly North Central)	118.7	122.5	122.9	.8	1.2	.3	4.5	4.0	3.5
West	122.5	126.6	127.1	2.1	1.2	.4	3.4	5.5	3.8
Workers, by area size									
Metropolitan areas	121.0	125.5	126.3	1.3	1.4	.6	4.1	5.0	4.4
Other areas	118.3	121.9	122.0	.7	1.1	.1	4.3	3.7	3.1

---

[1] The index measures changes in total compensation cost (wages, salaries, and employer costs for employee benefits).

[2] Includes private industry and State and local Government workers and excludes farm, household, and Federal Government workers.

[3] Includes mining, construction, and manufacturing.

[4] Includes transportation, public utilities, trade, finance, insurance, real estate, and, where, applicable, public administration in State and local governments.

[5] Consists of legislative, judicial, administrative, and regulatory activities.

[6] Excludes farm and household workers.

[7] Includes, for example, library, social, and health services.

[8] The index measures changes in total compensation costs (wages, salaries, and employer costs for employee benefits). Farm and household workers are excluded.

Table 15. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending														
	1982			1983				1984				1985			
	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IVp
Compensation adjustments:[2]															
First year	4.5	4.2	3.2	2.6	3.1	2.4	3.4	4.8	4.7	4.2	3.6	3.4	3.4	3.1	2.7
Over life of contract[3]	3.1	2.9	2.8	2.9	3.6	3.0	3.0	3.6	3.5	3.2	2.8	2.6	2.7	2.7	2.8
Wage-rate adjustments in-															
All industries															
First year	5.1	4.4	3.8	3.0	2.7	2.2	2.6	3.5	3.5	3.2	2.4	2.4	2.4	2.4	2.3
Contracts with COLA clauses[4]	2.8	3.0	2.2	1.3	.8	.4	1.9	4.0	4.6	4.5	2.9	2.5	2.3	1.9	1.6
Contracts without COLA clauses	9.0	7.5	7.0	6.0	4.7	3.7	3.3	3.0	2.7	2.3	2.1	2.4	2.4	2.7	2.7
Over life of contract[3]	4.2	3.7	3.6	3.5	3.5	3.2	2.8	3.0	3.1	2.8	2.4	2.3	2.4	2.5	2.7
Contracts with COLA clauses	2.0	2.1	2.1	2.2	2.3	2.2	2.0	2.6	2.9	2.8	1.8	1.3	1.5	1.8	2.5
Contracts without COLA clauses	7.9	7.0	6.6	6.0	4.7	4.1	3.7	3.4	3.2	2.8	2.7	2.8	2.8	3.0	2.8
Manufacturing															
First year	2.9	2.9	2.8	1.5	1.2	.6	.4	2.6	3.0	2.6	2.3	2.1	2.0	1.5	.8
Contracts with COLA clauses	1.7	2.2	2.3	1.0	.4	-.2	-.7	2.4	3.2	1.5	2.1	2.0	1.9	1.5	.8
Contracts without COLA clauses	7.8	7.1	6.3	5.4	4.7	2.9	3.2	2.9	2.8	3.7	2.9	2.5	2.2	1.5	.9
Over life of contracts[3]	2.7	2.5	2.6	2.2	2.5	2.3	2.1	2.8	3.1	2.8	1.5	1.4	1.5	1.6	1.8
Contracts with COLA clauses	1.7	2.0	2.1	1.8	2.0	1.8	1.4	2.2	2.8	1.8	1.0	.9	1.0	1.4	2.1
Contracts without COLA clauses	7.4	6.1	5.8	5.1	4.6	3.9	3.9	3.7	3.6	3.8	3.3	3.2	3.0	2.4	1.6
Nonmanufacturing															
First year	7.1	6.0	4.8	5.0	3.8	3.3	3.8	3.8	3.7	3.3	2.5	2.6	2.7	3.2	3.3
Contracts with COLA clauses	4.5	4.3	1.9	2.4	1.7	1.7	4.4	4.9	5.2	5.4	5.5	5.1	4.3	4.0	3.6
Contracts without COLA clauses	9.2	7.6	7.2	6.2	4.7	3.9	3.3	3.0	2.6	2.1	2.0	2.4	2.5	3.0	3.3
Over life of contract[3]	5.6	4.9	4.7	5.4	4.2	3.9	3.2	3.1	3.0	2.8	2.9	2.8	2.9	3.3	3.3
Contracts with COLA clauses	2.5	2.4	2.1	3.5	3.1	3.1	2.6	2.9	3.0	3.1	4.8	4.0	3.8	3.9	3.6
Contracts without COLA clauses	8.1	7.3	6.9	6.2	4.7	4.1	3.7	3.3	3.0	2.6	2.6	2.7	2.8	3.2	3.3
Construction															
First year	9.7	6.7	6.5	5.2	2.6	1.6	1.5	1.2	.8	.9	.5	.9	1.1	1.0	1.5
Contracts with COLA clauses	6.2	-1.4	-1.4	-2.3	-1.2	-.6	-.6	.1	-.4	4.0	4.0	4.6	9.2	–	–
Contracts without COLA clauses	9.8	7.1	6.8	6.0	3.3	2.0	1.9	1.4	.9	.9	.4	.8	1.0	–	–
Over life of contract[3]	8.5	6.6	6.3	5.4	2.9	2.4	2.4	2.0	1.7	1.4	1.0	1.4	1.7	1.7	2.1
Contracts with COLA clauses	4.4	-.2	-.2	.8	.8	.9	.9	.7	.0	1.4	1.4	1.7	4.6	–	–
Contracts without COLA clauses	8.6	6.9	6.6	5.9	3.3	2.6	2.6	2.2	1.8	1.4	1.0	1.4	1.7	–	–

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

COLA = Cost of Living Adjustment.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 16. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] by year and quarter

Measure	Annual average						Quarterly average									
	1980	1981	1982	1983	1984	1985	1983		1984				1985			
							III	IV	I	II	III	IV	I	II	III	IV
Compensation adjustments:[2]																
First year	10.4	10.2	3.2	3.4	3.6	2.6	5.0	4.9	5.1	3.5	2.7	3.7	3.6	3.5	2.0	2.0
Over life of cuntract[3]	7.1	8.3	2.8	2.8	3.0	2.7	4.3	3.1	4.7	3.2	3.1	2.0	2.7	3.4	3.0	1.4
Wage adjustments in—																
All industries:																
First year	9.5	9.8	3.8	2.6	2.4	2.3	3.7	4.2	2.8	2.6	2.1	2.3	3.3	2.5	2.0	2.1
Contracts with COLA clauses	8.0	8.0	2.2	1.9	2.9	1.6	4.4	4.9	4.7	1.3	1.5	2.6	2.4	1.5	.5	3.1
Contracts without COLA clauses	11.7	10.6	7.0	3.3	2.1	2.7	3.2	2.7	1.6	2.7	2.1	1.1	3.6	2.8	2.9	1.3
Over life of contract[3]	7.1	7.9	3.6	2.8	2.4	2.7	3.6	2.8	3.2	2.7	2.6	1.5	3.2	2.8	3.1	1.9
Contracts with COLA clauses	5.0	5.5	2.1	2.0	1.8	2.5	3.1	2.6	4.4	1.3	1.6	1.3	1.8	2.4	2.6	2.7
Contracts without COLA clauses	10.3	8.8	6.6	3.7	2.7	2.8	3.9	3.1	2.6	2.9	2.7	2.1	3.5	2.9	3.3	1.3
Manufacturing:																
First year	7.4	7.2	2.8	.4	2.3	.8	3.4	2.9	2.5	2.5	2.3	2.2	.8	1.6	.5	.9
Contracts with COLA clauses	6.5	6.2	2.3	−.7	2.1	.8	4.6	1.2	2.7	1.4	.7	2.2	1.4	1.1	.1	1.8
Contracts without COLA clauses	10.3	7.6	6.3	3.2	2.9	.9	1.5	5.0	2.3	3.2	3.8	2.5	.5	2.2	1.1	.1
Over life of contract[3]	5.4	6.1	2.6	2.1	1.5	1.8	3.5	3.1	2.5	2.8	2.5	1.0	1.6	2.3	2.3	.9
Contracts with COLA clauses	4.4	4.8	2.1	1.4	1.0	2.1	3.6	1.7	2.4	1.4	1.2	.8	1.1	2.1	2.4	1.6
Contracts without COLA clauses	8.9	6.6	5.8	3.9	3.3	1.6	3.3	4.9	2.6	3.5	3.8	3.5	2.0	2.7	2.1	.4
Nonmanufacturing:																
First year	10.9	11.2	4.8	3.8	2.5	3.3	3.9	4.5	2.9	2.6	2.0	2.5	4.7	2.8	3.6	3.4
Contracts with COLA clauses	9.7	8.9	1.9	4.4	5.5	3.6	3.8	5.4	5.9	1.1	5.0	5.0	5.0	2.1	3.1	4.6
Contracts without COLA clauses	12.2	12.1	7.2	3.3	2.0	3.3	1.8	1.4	2.7	1.9	.6	4.6	2.9	3.7	2.5	
Over life of contract[3]	8.3	8.8	4.7	3.2	2.9	3.3	3.7	2.7	3.6	2.7	2.6	2.8	4.0	3.0	3.9	2.9
Contracts with COLA clauses	5.7	5.8	2.1	2.6	4.8	3.6	2.2	2.8	5.5	.9	3.1	4.8	3.5	2.9	4.2	4.0
Contracts without COLA clauses	10.8	9.9	6.9	3.7	2.6	3.3	4.2	2.5	2.6	2.8	2.6	1.7	4.0	3.0	3.9	2.2
Construction:																
First year	13.6	13.5	6.5	1.5	.5	1.5	1.5	1.1	−3.6	1.1	2.0	−2.8	−.8	1.5	2.1	.6
Contracts with COLA clauses	13.9	8.5	1.4	−0.6	–	–	–	–	–	–	–	–	–	–	–	–
Contracts without COLA clauses	13.6	14.0	6.8	1.9	–	–	–	–	–	–	–	–	–	–	–	–
Over life of contract[3]	11.5	11.3	6.3	2.4	1.0	2.1	2.9	2.6	−2.8	1.4	2.1	−.8	.5	2.2	2.3	.6
Contracts with COLA clauses	8.8	8.4	−.2	0.9	–	–	–	–	–	–	–	–	–	–	–	–
Contracts without COLA clauses	12.0	11.6	6.6	2.2	–	–	–	–	–	–	–	–	–	–	–	–

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased or not changed. Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost of Living Adjustment clause.

NNOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 17. Average quarterly effective wage adjustments in agreements covering 1,000 workers or more, by year and quarter

(In percent)

Characteristic	Annual average[1]					Quarterly average						
						1984			1985			
	1981	1982	1983	1984	1985	II	III	IV	I	II	III	IVp
Total effective adjustments (prorated over all workers)	9.5	6.8	4.0	3.7	3.3	–	1.2	0.7	0.8	0.8	1.2	0.5
Source:												
Current settlements	2.5	1.7	.8	.8	.7	.1	.3	.3	.1	.2	.2	.2
Prior agreements	3.8	3.6	2.5	2.0	1.8	.7	.7	.2	.6	.5	.6	.2
Cost of living adjustment	3.2	1.4	6	.9	.8	.2	.3	.2	.1	.1	.4	.1
Industry												
Manufacturing	9.4	5.2	2.7	4.3	3.0	1.0	1.0	1.1	.9	.6	.8	.5
Nonmanufacturing	9.5	7.9	4.8	3.3	3.6	.9	1.3	.4	.7	1.0	1.4	.4
Nonmanufacturing, excluding construction	8.8	7.1	5.0	3.4	3.7	.6	1.4	.6	.9	.7	1.6	.5
Construction	11.2	9.7	4.4	2.9	3.0	1.7	.9	0.0	.1	1.8	.9	.1
Transportation and public utilities	8.6	7.1	4.4	3.0	3.6	.4	1.5	1.5	.6	.6	2.0	.3
Wholesale and retail trade	8.1	6.8	5.1	3.4	3.3	.9	.7	.5	1.0	.8	.8	.7
Services	9.6	7.8	7.0	4.9	5.1	.5	2.3	.6	1.7	.9	1.8	.7
Effective wage adjustment for workers receiving adjustments	9.6	7.2	4.7	4.4	4.1	2.8	3.6	2.7	2.6	2.4	2.9	1.6
Source:												
Current settlements	9.8	7.4	2.8	3.0	3.4	2.3	3.1	2.5	4.6	3.1	3.0	2.5
Prior agreements	5.3	6.3	5.9	4.0	3.7	4.3	3.3	3.1	4.0	3.9	2.6	3.0
Cost-of-living adjustment	6.1	3.1	2.1	2.7	2.2	1.0	1.6	1.3	.4	.9	1.7	.6
Total number of workers receiving wage change (in millions)	8.6	7.9	6.5	6.2	5.7	2.5	2.4	1.9	2.1	2.4	2.9	2.2
Source:												
Current settlements	2.3	1.9	2.3	1.9	1.5	.4	.4	.9	.2	.5	.5	.4
Prior agreements	6.3	4.8	3.3	3.7	3.5	1.1	1.6	.4	1.0	.9	1.5	.5
Cost-of-living adjustment	4.5	3.8	2.3	2.5	2.4	1.5	1.2	1.2	1.1	1.1	1.8	1.3
Number of workers not receiving a wage change (in thousands)	.1	.5	1.2	1.1	1.4	4.8	4.9	5.5	4.9	4.6	4.2	4.8

[1] The effective wage-rate adjustment for the year is the total of the cumulative quarterly changes. Because of rounding in the effective wage change series, sums of individual items may not equal totals.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 18. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	April 85	4.9	5.0	5.2	4.0	3.1
Northeast	April 85	5.2	5.0	5.8	4.3	4.9
Albany-Schenectady-Troy	September 85	3.4	7.5	3.1	2.9	3.1
Boston	August 85	5.5	5.0	4.8	4.2	5.5
Buffalo	October 84	5.0	6.1	4.6	5.4	4.4
Hartford	July 85	5.0	5.4	3.7	4.7	3.6
Nassau-Suffolk	August 85	5.6	5.6	2.4	4.7	4.9
Newark	January 85	5.0	4.0	4.2	4.0	3.7
New York	May 85	5.6	5.5	7.3	3.2	6.6
Northeast Pennsylvania	August 85	4.5	5.8	6.4	3.7	2.4
Paterson-Clifton-Passaic	June 85	6.3	4.5	–	5.0	5.9
Philadelphia	November 85	4.5	5.0	3.5	3.5	2.4
Pittsburgh	January 86	3.5	3.7	2.7	1.6	.4
Portland	December 85	4.9	4.9	–	4.6	5.0
Poughkeepsie	September 85	–	–	–	–	–
Poughkeepsie-Kingston-Newburgh	September 84	–	–	–	3.5	2.5
Providence-Warwick-Pawtucket	June 85	5.2	5.1	5.9	5.7	4.5
Trenton	November 85	4.8	4.9	–	3.9	–
Worcester	April 85	4.6	4.4	–	4.6	3.0
York	January 86	3.0	5.8	4.9	3.7	3.1
South	April 85	5.0	5.2	5.7	3.7	2.4
Atlanta	May 85	4.3	4.9	3.0	4.3	3.8
Baltimore	August 85	4.4	4.6	5.6	2.1	3.2
Chattanooga	September 85	4.2	–	–	2.5	1.3
Corpus Christi	July 85	–	–	–	2.9	1.6
Dallas-Fort Worth	December 85	5.3	5.6	5.6	3.1	2.0
Daytona Beach	August 84	–	–	–	–	–
Gainesville	September 85	–	–	–	–	–
Greensboro-Winston-Salem-High Point	August 85	4.2	4.3	6.0	4.7	3.3
Greenville-Spartanburg	June 85	6.2	2.6	7.0	4.1	3.2
Houston	May 85	4.7	3.2	5.1	2.8	1.5
Huntsville	February 85	4.8	–	–	5.5	3.6
Jackson	January 86	4.7	4.4	–	2.7	1.3
Jacksonville	December 85	4.9	5.1	–	3.4	2.7
Louisville	November 84	4.2	5.0	7.1	3.9	3.7
Memphis	November 84	5.2	5.2	–	4.2	3.7
Miami	October 85	4.8	7.2	–	3.8	1.7
New Orleans	October 85	3.9	5.1	–	2.8	1.6
Norfolk-Virginia Beach-Portsmouth	May 85	7.6	–	–	4.6	2.5
Oklahoma City	August 85	4.2	4.9	–	4.0	1.1
Richmond	June 85	5.7	6.1	6.3	4.7	3.0
San Antonio	May 85	6.3	5.9	–	4.7	–
Washington	March 85	5.4	5.2	–	4.6	2.5
North Central	April 85	4.4	5.1	4.4	4.0	2.6
Chicago	March 85	4.6	5.7	5.1	3.4	1.7
Cincinnati	July 85	4.0	4.3	3.7	3.3	3.2
Cleveland	September 85	4.1	4.0	3.8	4.7	1.4
Columbus	October 85	5.2	5.2	4.6	3.2	2.4
Davenport-Rock Island-Moline	February 85	3.4	5.4	2.1	2.7	1.1
Dayton	December 85	4.0	5.2	5.3	2.4	2.6
Detroit	April 85	4.1	3.6	1.2	3.9	3.0
Gary-Hammond-East Chicago	November 84	–	4.8	4.6	3.5	–
Green Bay	August 85	–	5.7	–	4.7	3.7
Indianapolis	October 85	4.4	4.4	4.6	3.3	3.6
Kansas City	September 85	4.4	7.4	3.1	4.4	3.1
Milwaukee	May 85	4.5	5.6	4.5	3.1	2.3
Minneapolis-St. Paul	January 86	5.3	4.5	5.0	3.2	2.7
Omaha	October 85	4.2	2.5	–	3.4	2.9
Saginaw	November 84	–	–	–	–	5.0
St. Louis	March 85	3.8	3.6	4.8	3.3	2.5

Table 18. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
South Bend	August 85	5.4	3.5	–	3.7	4.4
Toledo	June 85	4.5	5.7	7.4	3.9	3.8
Wichita	April 85	2.5	4.9	1.6	2.6	2.0
West	April 85	5.1	4.2	5.1	4.0	1.4
Anaheim-Santa Ana-Garden Grove	October 85	4.6	4.3	7.2	4.4	2.2
Billings	July 85	4.6	–	–	2.3	3.3
Denver-Boulder	December 85	2.6	3.9	4.2	2.9	.9
Fresno	June 85	4.7	–	–	3.3	–
Los Angeles-Long Beach	October 85	4.5	5.5	6.1	3.3	-1.0
Portland	June 85	4.4	4.5	–	3.2	.7
Sacramento	December 85	4.9	–	–	2.8	–
Salt Lake City-Ogden	November 84	5.5	4.4	–	3.0	1.8
San Diego	December 85	3.9	3.7	3.5	4.2	2.6
San Francisco-Oakland	March 85	4.6	3.3	4.3	3.0	-.1
San Jose	March 85	5.0	4.8	–	3.7	1.7
Seattle-Everett	December 84	4.1	2.8	–	2.5	2.4

NOTE: Dashes indicate that data are not adequate for publication.

Employment Cost Index, December 1985

The Employment Cost Index (ECI) increased 4.3 percent for the year ended in December 1985, down from 5.2 percent for the year ended in December 1984. The ECI measures changes in compensation costs, which include wages, salaries, and employer costs for employee benefits. (See tables 9-14, p. 30-35, for the statistical information discussed in this summary.)

Compensation costs rose 0.6 percent in the September-December 1985 period, below the 1.2 percent gain in the same period a year ago. This slowdown occurred for both private industry workers (0.6 percent, down from 1.3 percent) and State and local government workers (0.7 percent, down from 1.0 percent).

For the year ended in December 1985, compensation cost increases (4.3 percent) were below those a year earlier (5.2 percent). In contrast, wage and salary increases were about the same as a year ago (4.4 and 4.5 percent, respectively)—showing that deceleration in employee benefit costs was largely responsible for the slowdown in compensation cost increases.

Over-the-year wage gains in private industry varied widely by occupation group, ranging from 2.3 percent for service workers to 9.8 percent for sales workers (the most volatile ECI series, which is heavily influenced by commission earnings).

This summary provides, for the first time, index series for "private industry workers, excluding salesworkers," and for "white-collar workers, excluding salesworkers." The new series permit examination of compensation and wage trends, free from the influence of salesworker pay which reflect volatile changes in commission payments.

Pay for private industry workers excluding salesworkers rose 3.6 percent over the year ended in December 1985, compared with 4.1 percent for all private industry workers. The impact of salesworker pay gains was even greater for white-collar workers: With salesworkers excluded, white-collar pay rose 4.0 percent compared with 4.9 percent when salesworkers were included.

Pay increases over the year ended in December also varied widely among industries, ranging from 3.1 percent for construction to 9.2 percent for finance, insurance, and real estate (also strongly influenced by commission earnings).

A 3.6-percent pay increase for manufacturing workers in 1985 was the lowest recorded for those workers in the 10-year history of the series. A record low was also posted for workers in nondurable goods manufacturing (3.7 percent), while pay increases for workers in durable goods manufacturing matched their previous low (3.6 percent).

Over-the-year pay gains for nonunion workers (4.6 percent) exceeded those of union workers (3.1 percent). This relationship held in goods-producing industries (4.1 percent compared with 2.9 percent), as well as in service-producing industries (5.0 and 3.5 percent, respectively).

The December 1985 ECI level stood at 129.2 for compensation costs, based on June 1981 = 100. The ECI covers private industry workers (excluding farms and households) and State and local government workers. It is not seasonally adjusted.

Major Work Stoppages: 1985

In 1985, fewer major work stoppages occurred, fewer workers were involved, and less work time was lost than in any of the 39 years of this series. The series covers work stoppages involving 1,000 workers or more and lasting at least 1 full day or shift. (See box).

Fifty-four major work stoppages began in 1985, compared with the previous low of 62 in 1984 (table 1). The 1985 stoppages involved 324,000 workers, compared with the previous low of 376,000 in 1984. The third measure of work stoppage activity—idleness as a proportion of estimated total working time—amounted to .03 percent (3 days per 10,000 worked) in 1985, compared with the previous lows of .04 percent in 1982 and 1984.

All three measures reflect the continuing decline in work stoppage activity that has occurred since 1980 (except for 1983, when the figures were influenced by a 22-day strike in the telephone communication industry involving 660,000 workers at its peak). Several major 1985 collective bargaining settlements took place without work stoppages, including electrical equipment (General Electric Co., Westinghouse Corp., and other companies, involving more than 100,000 workers), ladies' and men's and boy's apparel (more than 175,000 workers), and rubber products (40,000 workers). In railroad transportation, the United Transportation Union settled peacefully for 90,000 workers, and more than 250,000 workers represented by other unions stayed on the job while negotiations (which began in 1984) continued into 1986.

In terms of workers involved, the largest 1985 strike was at Chrysler Corp. where 70,000 employees represented by the Automobile Workers union were out for 13 days before the parties agreed on wage and benefit provisions similar to those the union negotiated with General Motors Corp. and Ford Motor Co. in 1984. In Chicago, 40,000 public school teachers and related workers struck for 2 days in September (table 2).

In terms of the number of days of idleness, the largest strike was in Southern California, where 792,000 work days were lost as a result of a 55-day stoppage by 22,000 grocery store workers.

The term work stoppage includes worker initiated strikes, as well as lockouts of workers by their employers. The Bureau does not attempt to distinguish between strikes and lockouts in its statistics.

This series covers work stoppages involving 1,000 workers or more and lasting at least 1 full day or shift. It is not comparable with the series that was terminated at the end of 1981. That series covered stoppages involving six workers or more and lasting 1 full day or shift.

Annual data are reported in news releases and *Current Wage Developments* after the end of each year. Monthly data appear in the *Monthly Labor Review* and *Current Wage Developments.*

Table 1. Work stoppages involving 1,000 workers or more, 1947-1985[1]

Year	Number of stoppages	Workers involved	Days idle	
	Beginning in year	Beginning in year (thousands)	Number (thousands)	Percent of estimated working time[2]
1947	270	1,629	25,720	-
1948	245	1,435	26,127	0.22
1949	262	2,537	43,420	.38
1950	424	1,698	30,390	.26
1951	415	1,462	15,070	.12
1952	470	2,746	48,820	.38
1953	437	1,623	18,130	.14
1954	265	1,075	16,630	.13
1955	363	2,055	21,180	.16
1956	287	1,370	26,840	.20
1957	279	887	10,340	.07
1958	332	1,587	17,900	.13
1959	245	1,381	60,850	.43
1960	222	896	13,260	.09
1961	195	1,031	10,140	.07
1962	211	793	11,760	.08
1963	181	512	10,020	.07
1964	246	1,183	16,220	.11
1965	268	999	15,140	.10
1966	321	1,300	16,000	.10
1967	381	2,192	31,320	.18
1968	392	1,855	35,567	.20
1969	412	1,576	29,397	.16
1970	381	2,468	52,761	.29
1971	298	2,516	35,538	.19
1972	250	975	16,764	.09
1973	317	1,400	16,260	.08
1974	424	1,796	31,809	.16
1975	235	965	17,563	.09
1976	231	1,519	23,962	.12
1977	298	1,212	21,258	.10
1978	219	1,006	23,774	.11
1979	235	1,021	20,409	.09
1980	187	795	20,844	.09
1981	145	729	16,908	.07
1982	96	656	9,061	.04
1983	81	909	17,461	.08
1984	62	376	8,499	.04
1985	54	324	7,079	.03

[1] The number of stoppages and workers relate to stoppages that began in the year. In 1985, days of idleness include the 54 stoppages that began in the year and 7 (involving about 10,000 workers) that began earlier but extended into 1985.

[2] Based on private industry and government employees' total working time; private household, forestry, and fishery employees are excluded.

Table 2. Work stoppages involving 5,000 workers or more beginning in 1985

Employer, location, and union	Began	Ended	Workers involved[1]	Estimated days idle in 1985[1]
Chrysler Corp. Interstate Automobile Workers	10/15	10/27	70,000	630,000
Board of Education Chicago, IL American Federation of Teachers and 21 other unions	09/03	09/04	40,000	80,000
Food Employers Council (grocery stores) Southern California Food and Commercial Workers and the Teamsters unions	11/05	12/29	22,000	792,000
National Automobile Transporters Assn. Interstate Teamsters	07/25	08/18	21,000	346,000
Pan American World Airways Interstate Transport Workers	02/28	03/27	19,000	380,000
Hotel Association of New York City New York, NY Hotel and Motel Trades Council	06/01	06/27	14,000	266,000
Western Union Telegraph Co. Interstate United Telegraph Workers and the Communications Workers	07/28	08/07	7,300	63,900
Pennsylvania State employees Pennsylvania Service Employees	07/01	07/02	6,800	13,600
United Technologies Corp., Pratt & Whitney Group Connecticut Machinists	11/01	12/15	6,400	64,000
Wheeling Pittsburgh Steel Corp. Ohio, Pennsylvania, West Virginia United Steelworkers	07/21	10/16	6,000	372,000

---

[1] Workers and days idle are rounded to nearest 100

Union Membership of Employed Wage and Salary Workers

Larry T. Adams

The number of employed wage and salary workers who were union[1] members declined from 20.1 to 17.0 million between 1980 and 1985. During the same period, the number of employed wage and salary workers rose from 87.5 to 94.5 million. Thus, the proportion of workers belonging to unions fell from 23.0 to 18.0 percent over the 5 year-period. The number and proportion of workers represented by unions—that is, union members as well as nonmembers covered by collective bargaining agreements—also declined, from 22.5 to 19.4 million or from 25.7 to 20.5 percent of employed wage and salary workers.

Data on employment were obtained from the Current Population Survey (CPS), conducted by the Bureau of the Census for the Bureau of Labor Statistics. The CPS collected data on workers identified by their membership in unions or by their representation at work by a union, whether or not they were members. It should be noted that the CPS union membership data covered only employed wage and salary workers, not union members who were self-employed, retired, laid-off, or for other reasons are not wage and salary employees.

Union membership in 1985

Industry. Among the major industry groups, the transportation, communication, and public utilities indusry had the highest union membership proportion—37 percent or 2.1 million members out of 5.7 million workers. Three other major industry groups had union membership proportions greater than the national average of 18.0 percent: the public sector—Federal, State, and local government (35.8 percent); manufacturing (24.8 percent); and construction (22.3 percent). In mining, 17.3 percent of the workers were union members, just below the national average. Among the other industry groups (wholesale and retail trade; services; and finance, insurance, and real estate), union membership rates were no higher than 7.2 percent.

Union membership was disproportionately concentrated in three major industry groups—the public sector accounted for 33.8 percent of all employed union members, manufacturing for 29.4 percent, and transportation, communication, and public utilities for 12.5 percent. Although these three groups made up three-fourths of union membership, they employed only 44 percent of the Nation's wage and salary workers.

Occupation. The two most heavily unionized major occupational groups were operators, fabricators, and laborers, with 31.8 percent membership, and precision production, craft and repair workers, with 28.5 percent membership. Although membership rates were less than 16 percent among the other occupational groups, two sub-groups had comparatively high rates of unionization. Protective service occupations, which are part of the service group, had 39.2-percent unionization rate. This reflected the unionization among police and firefighters employed primarily in local and State government. Professional specialty workers, part of the managerial and professional specialty group, had a rate of 22.6 percent, due in part to unionization among teachers and nurses in public employment.

About three-tenths of all union members were in the operators, fabricators, and laborers occupational group. Almost 60 percent were about equally distributed among three other major occupational groups: managerial and professional specialty; precision production, craft and repair; and technical, sales, and administrative. The service occupations accounted for about one-tenth of workers belonging to unions.

Demographic characteristics. While a larger proportion of male workers than female workers belonged to unions (22.1 and 13.2 percent, respectively), the pattern of change in union membership proportions across age brackets was similar for men and women. The proportion of workers belonging to unions was smallest for workers age 16 to 24 for both men and women (9.2 and 5.3 percent, respectively). As worker age rose, so did the percentage belonging to unions, with the highest unionzation rate occurring for workers in the 45-to 64-year-old bracket. This relationship held for both men and

---

Larry T. Adams is an economist in the Division of Developments in Labor-Management Relations, Bureau of Labor Statistics.

[1] "Union" is defined to include traditional labor unions and employee associations that represent employees in collective bargaining.

women, with the membership proportion peaking at 30.9 and 18.5 percent, respectively. For workers age 65 and older, the proportion of workers belonging to unions fell to 9.6 percent for men and 7.7 percent for women.

A higher proportion of black than of white employees belonged to unions, 24.3 percent and 17.3 percent, respectively. This relationship held for both men and women.

Earnings. Full-time workers who were represented by a union had substantially higher median usual weekly earnings than those who were not represented ($419 compared with $315.) This relationship held for six of the eight major industry groups (exceptions were mining and finance, insurance, and real estate) and among the occupational groups, with the exception of managerial and professional specialty workers. Similarly, among black and white workers of both sexes, those covered by a collective bargaining agreement had weekly earnings substantially higher than their nonrepresented counterparts.

Table 1. Employed wage and salary workers by age, sex, race, full- or part-time status, and union affiliation, annual average 1985

(Numbers in thousands)

Age, sex, race, and full- or part-time status	1985				
	Total employed	Members of unions[1]		Represented by unions[2]	
		Total	Percent of employed	Total	Percent of employed
SEX BY AGE					
Total, 16 years and over	94,521	16,996	18.0	19,358	20.5
16 to 24 years	19,746	1,440	7.3	1,725	8.7
25 to 34 years	28,387	4,745	16.7	5,521	19.4
35 to 44 years	21,243	4,833	22.7	5,457	25.7
45 to 54 years	13,858	3,484	25.1	3,874	28.0
55 to 64 years	9,382	2,330	24.8	2,582	27.5
65 years and over	1,904	165	8.7	200	10.5
Men, 16 years and over	51,015	11,264	22.1	12,448	24.4
16 to 24 years	10,184	937	9.2	1,087	10.7
25 to 34 years	15,639	3,137	20.1	3,521	22.5
35 to 44 years	11,429	3,198	28.0	3,502	30.6
45 to 54 years	7,567	2,340	30.9	2,536	33.5
55 to 64 years	5,192	1,556	30.0	1,686	32.5
65 years and over	1,004	96	9.6	117	11.7
Women, 16 years and over	43,506	5,732	13.2	6,910	15.9
16 to 24 years	9,562	502	5.3	639	6.7
25 to 34 years	12,748	1,608	12.6	2,000	15.7
35 to 44 years	9,814	1,635	16.7	1,955	19.9
45 to 54 years	6,290	1,144	18.2	1,338	21.3
55 to 64 years	4,191	774	18.5	896	21.4
65 years and over	900	69	7.7	82	9.2
RACE BY SEX					
White, 16 years and over	81,862	14,124	17.3	16,083	19.6
Men	44,680	9,623	21.5	10,625	23.8
Women	37,182	4,501	12.1	5,458	14.7
Black, 16 years and over	10.073	2,445	24.3	2,775	27.6
Men	4,967	1,387	27.9	1,530	30.8
Women	5,106	1,058	20.7	1,245	24.4
FULL- OF PART TIME STATUS[3]					
Full-time workers	77,002	15,717	20.4	17,816	23.1
Part-time workers	17,518	1,280	7.3	1,542	8.8

---

[1] Data refer to members of a labor union or an employee association similar to a union.

[2] Data refer to members of a labor union or an employee association similar to a union as well as workers who report no union affiliation but whose jobs are covered by a union or an employee assoociation contract.

[3] The distinction between full- and part-time workers is based on hours usually worked.

NOTE: Data refer to the sole or principal job of full- or part-time workers. Excluded are self-employed workers whose businesses are incorporated although they technically qualify as wage and salary workers. Detail for the race groups will not sum to totals because data for the "other races" and Hispanic groups are not presented.

Table 2. Employed wage and salary workers by occupation, industry, and union affiliation, annual average 1985

(Numbers in thousands)

Occupation and industry	1985				
	Total employed	Members of unions[1]		Represented by unions[2]	
		Total	Percent of employed	Total	Percent of employed
OCCUPATION					
Managerial and professional specialty	21,688	3,307	15.2	4,166	19.2
Executive, administrative, and managerial	9,806	635	6.5	888	9.1
Professional specialty	11,882	2,672	22.5	3,277	27.6
Technical, sales, and administrative support	30,082	3,243	10.8	3,928	13.1
Technicians and related support	3,183	375	11.8	473	14.9
Sales occupations	10,186	613	6.0	693	6.8
Administrative support, including clerical	16,714	2,255	13.5	2,762	16.5
Service occupations	13,325	1,922	14.4	2,162	16.2
Protective service	1,702	667	39.2	730	42.9
Service, except protective service	11,623	1,255	10.8	1,432	12.3
Precision production, craft and repair	11,482	3,272	28.5	3,543	30.9
Operators, fabricators, and laborers	16,207	5,157	31.8	5,453	33.6
Machine operators, assemblers, and inspectors	7,696	2,627	34.1	2,774	36.0
Transportation and material moving occupations	4,162	1,396	33.5	1,476	35.5
Handlers, equipment cleaners, helpers, and laborers	4,349	1,134	26.1	1,202	27.6
Farming, forestry, and fishing	1,736	95	5.5	107	6.1
INDUSTRY					
Agricultural wage and salary workers	1,427	30	2.1	32	2.3
Private nonagricultural wage and salary workers	77,044	11,227	14.6	12,409	16.1
Mining	881	153	17.3	167	19.0
Construction	4,716	1,051	22.3	1,114	23.6
Manufacturing	20,120	4,996	24.8	5,422	26.9
Durable goods	12,081	3,116	25.8	3,398	28.1
Nondurable goods	8,039	1,880	23.4	2,024	25.2
Transportation and public utilities	5,725	2,118	37.0	2,275	39.7
Transporation	3,123	1,141	36.5	1,200	38.4
Communications and public utilities	2,602	977	37.5	1,075	41.3
Wholesale and retail trade	19,402	1,400	7.2	1,552	8.0
Wholesale trade	3,743	282	7.5	315	8.4
Retail trade	15,659	1,118	7.1	1,237	7.9
Finance, insurance, and real estate	6,032	177	2.9	244	4.0
Services	20,167	1,331	6.6	1,636	8.1
Government workers	16,050	5,740	35.8	6,917	43.1

---

[1] Data refer to members of a labor union or an employee association similar to a union.

[2] Data refer to members of a labor union or an employee association similar to a union as well as workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

NOTE: Data refer to the sole or principal job of full- and part-time workers. Excluded are self-employed workers whose businesses are incorporated although they technically qualify as wage and salary workers.

Table 3. Median weekly earnings of full-time wage and salary workers by age, sex, race and union affiliation, annual average 1985

Age, sex, and race	1985		
	Total	Represented by unions[1]	Not represented by unions
SEX BY AGE			
Total, 16 years and over	$343	$419	$315
16 to 24 years	223	291	218
25 to 34 years	349	407	329
35 to 44 years	405	455	382
45 to 54 years	400	447	373
55 to 64 years	380	419	352
65 years and over	296	394	272
Men, 16 years and over	406	463	383
16 to 24 years	240	312	230
25 to 34 years	393	440	378
35 to 44 years	486	490	483
45 to 54 years	488	487	489
55 to 64 years	467	472	463
65 years and over	367	443	338
Women, 16 years and over	277	347	262
16 to 24 years	210	255	207
25 to 34 years	295	348	283
35 to 44 years	307	380	289
45 to 54 years	291	358	274
55 to 64 years	284	335	267
65 years and over	242	315	223
RACE BY SEX			
White, 16 years and over	355	433	323
Men	417	475	395
Women	261	356	267
Black, 16 years and over	277	352	246
Men	304	381	266
Women	252	316	226

---

[1] Data refer to members of a labor union or an employee association similar to a union as well as workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

NOTE: Data refer to the sole or principal job of full- and part-time workers. Excluded are self-employed workers whose businesses are incorporated although they technically qualify as wage and salary workers. Data on median weekly earnings are now derived using $50 centered intervals rather than $10 intervals previously used; data for 1984 have been recalculated. Detail for the race groups will not sum to totals because data for the "other races" and Hispanic groups are not presented .

Table 4. Median weekly earnings of full-time wage and salary workers by occupation, industry, and union affiliation, annual average 1985

Occupation and industry	1985		
	Total	Represented by unions[1]	Not represented by unions
OCCUPATION			
Managerial and professional specialty	$488	$481	$490
Executive, administrative, and managerial	497	502	496
Professional specialty	481	476	484
Technical, sales and administrative support	307	380	297
Technicians and related support	398	432	391
Sales occupations	335	383	331
Administrative support, including clerical	286	372	272
Service occupations	216	322	195
Protective service	381	449	301
Service, except protective service	199	276	187
Precision production, craft and repair	397	495	349
Operators, fabricators, and laborers	295	395	249
Machine operators, assemblers, and inspectors	287	374	244
Transportation and material moving occupations	360	462	301
Handlers, equipment cleaners, helpers, and laborers	251	379	213
Farming, forestry, and fishing	212	334	206
INDUSTRY			
Agricultural wage and salary workers	211	([2])	210
Private nonagricultural wage and salary workers	332	418	312
Mining	501	507	499
Construction	369	556	315
Manufacturing	368	401	347
Durable goods	392	416	378
Nondurable goods	320	368	304
Transportation and public utilities	458	492	414
Transportation	425	500	369
Communications and public utilities	484	482	487
Wholesale and retail trade	270	373	262
Wholesale trade	368	418	361
Retail trade	243	346	235
Finance, insurance, and real estate	334	340	333
Services	298	327	294
Government workers	394	420	360

[1] Data refer to members of a labor union or an employee association similar to a union was well as workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

[2] Data not shown where base is less than 50,000.

NOTE: Data refer to the sole or principal job of full- and part-time workers. Excluded are self-employed workers whose businesses are incorporated although they technically qualify as wage and salary workers. Data on median weekly earnings are now derived using $50 centered intervals rather than the $10 intervals previously used.

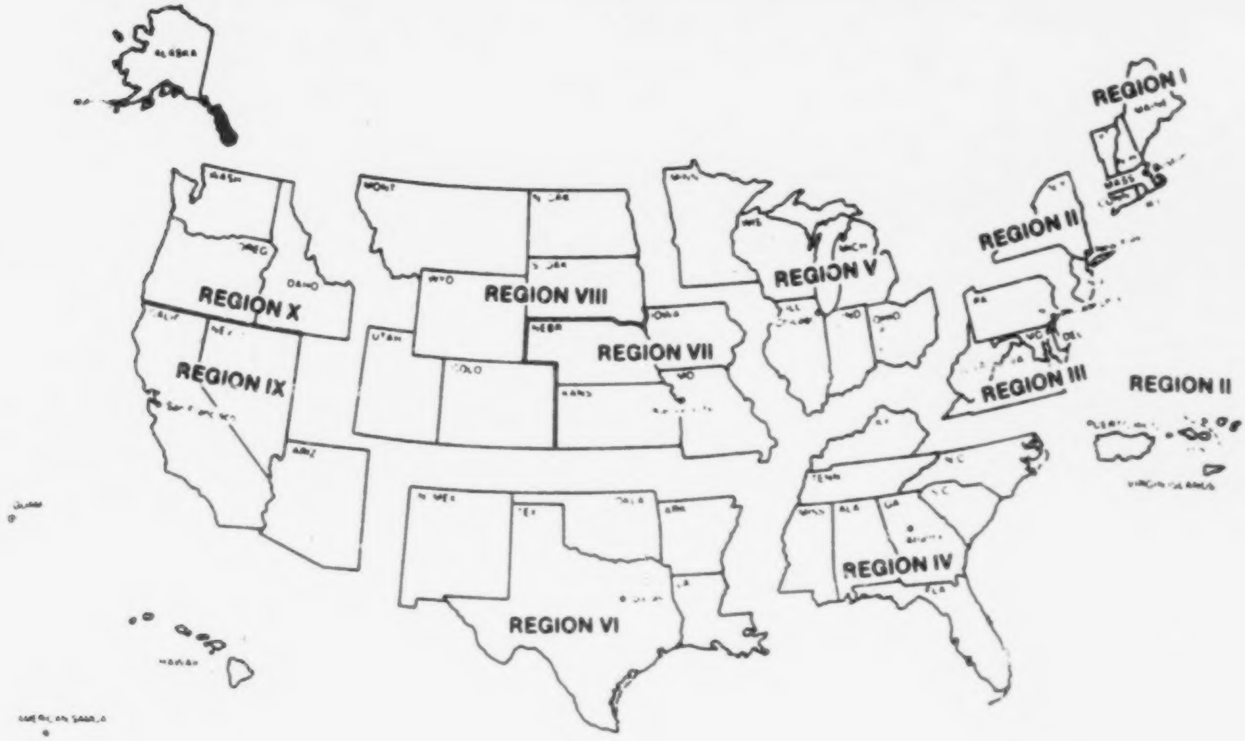
Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1985										1986	
	Mar.	**Apr.**	**May**	**June**	**July**	**Aug.**	**Sept.**	**Oct.**	**Nov.**	**Dec.**	**Jan.**	**Feb.**
Major bargaining settlements in private industry			x	x			x					
State and local government settlements			x				x					
Employment Cost Index quarterly article	x			x			x			x		
Employment Cost Index historical table			x									
Work stoppages in 1984	x											
Other articles									x[1]			
Index to wage and benefit changes in preceding year												x

[1] Collective bargaining activity in 1986.

Bureau of Labor Statistics Regional Offices


REGION I
REGION II
REGION V
REGION VIII
REGION X
REGION VII
REGION IX
REGION III
REGION II
REGION IV
REGION VI

Region I
John F. Kennedy Federal Building
Government Center
Boston, Mass. 02203
Phone: (617) 223-6761

Region II
Suite 3400
1515 Broadway
New York, N.Y. 10036
Phone: (212) 944-3121

Region III
3535 Market Street
P.O. Box 13309
Philadelphia, Pa. 19101
Phone: (215) 596-1154

Region IV
1371 Peachtree Street, N.E.
Atlanta, Ga. 30367
Phone: (404) 881-4418

Region V
9th Floor
Federal Office Building
230 S. Dearborn Street
Chicago, Ill. 60604
Phone: (312) 353-1880

Region VI
Federal Building
525 Griffin St., Rm. 221
Dallas, Tex. 75202
Phone: (214) 767-6971

Regions VII and VIII
911 Walnut Street
Kansas City, Mo. 64106
Phone: (816) 374-2481

Regions IX and X
450 Golden Gate Avenue
Box 36017
San Francisco, Calif. 94102
Phone: (415) 556-4678

U.S. Department of Labor
Bureau of Labor Statistics
Washington, D.C. 20212

Official Business
Penalty for private use, $300

Second-Class Mail
Postage and Fees Paid
U.S. Department of Labor
ISSN 0192-8163

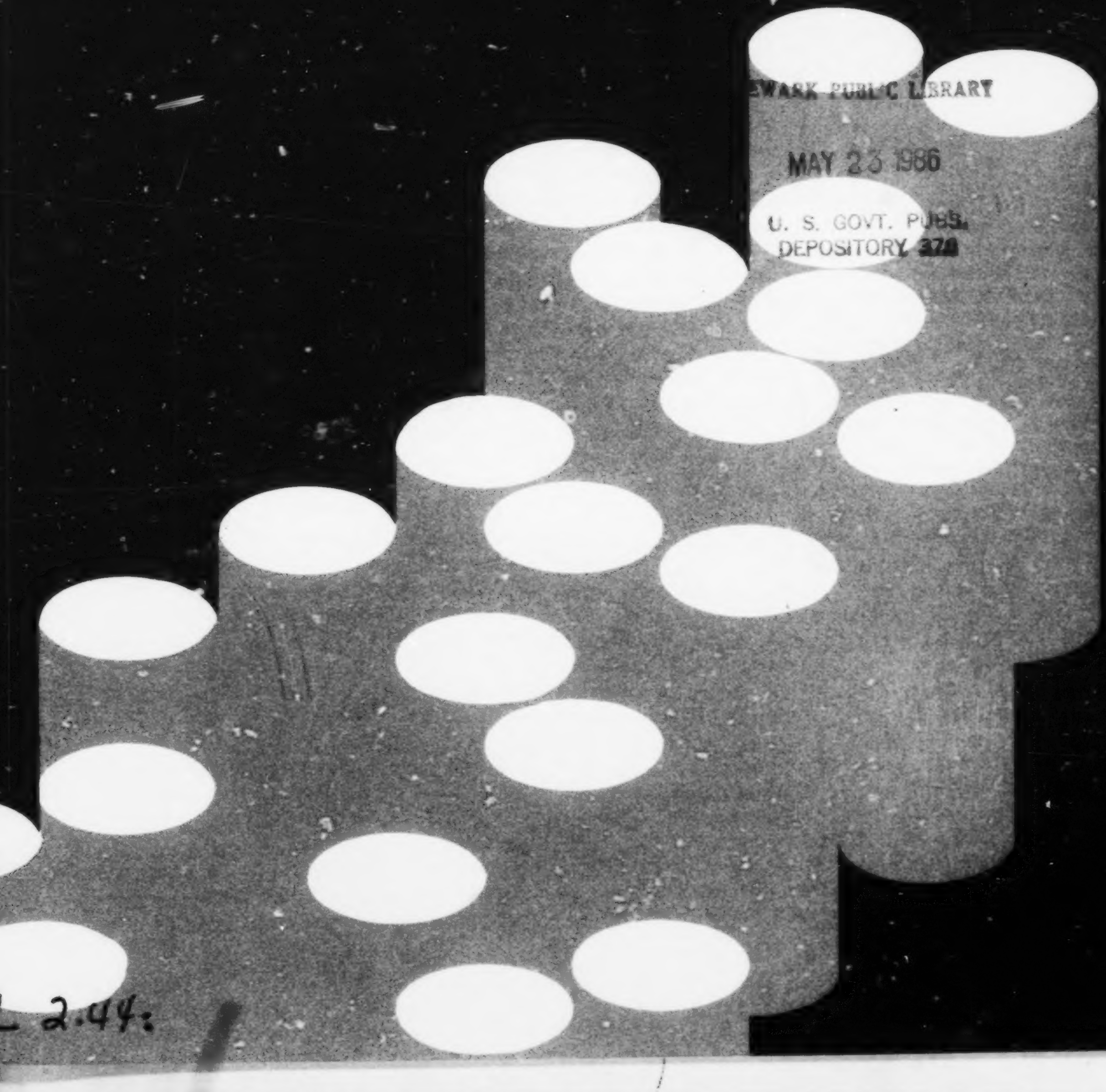
READEX FICHE best copy available

38/4

CWD

CURRENT WAGE DEVELOPMENTS

U.S. Department of Labor
Bureau of Labor Statistics
April 1986



EWARK PUBLIC LIBRARY
MAY 23 1986
U. S. GOVT. PUBS.
DEPOSITORY 370

2.44:

U.S. DEPARTMENT OF LABOR
William E. Brock, Secretary

BUREAU OF LABOR STATISTICS
Janet L. Norwood, Commissioner

Office of Wages and Industrial Relations
George L. Stelluto, Associate Commissioner

Current Wage Developments is a monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. It is prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

This publication is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $21 domestic; $26.25 foreign. Single copy $2 domestic; $2.50 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through May 30, 1987. Second-class postage paid at Washington, D.C. and at additional mailing offices.

Unless identified as copyrighted, articles and tabulations in this publication are in the public domain and may be reproduced without permission of the Federal Government. Please credit *Current Wage Developments*, Bureau of Labor Statistics.

ISSN 0192-8163

Current Wage Developments

April 1986 (Includes data through March 1986)
Volume 38 Number 4

Editors: George Ruben, Olivia G. Amiss

In this issue:

48 Major collective bargaining settlements in private industry, 1985

1 **Wage Highlights**
4 **Selected wage and benefit changes**
  4 **Manufacturing**
    4 Food and kindred products
    5 Tobacco manufactures
    5 Apparel and other textile products
    5 Printing and publishing
    5 Rubber and miscellaneous plastics products
    6 Leather and leather products
    6 Stone, clay, and glass products
    6 Primary metal industries
    8 Fabricated metal products
    9 Machinery, except electrical
    11 Electrical and electronic equipment
    12 Transportation equipment
    12 Instruments and related products
    13 Miscellaneous manufacturing
  13 **Nonmanufacturing**
    13 Mining
    13 Construction
    15 Transportation and public utilities
    18 Wholesale and retail trade
    20 Finance, insurance, and real estate
    20 Services
    22 Public administration
24 **Work stoppages**
26 **Major agreements expiring in May**
28 **Statistics on compensation changes**
    28 Definition of terms
    30 Tables
68 **Calendar of features**

Wage Highlights

Container contracts call for two-tier pay system. A 16-day strike ended when four container manufacturers and the Steelworkers agreed on 3-year contracts for 13,300 employees. The first settlement was with National Can Corp., followed hours later by agreements on similar terms at Continental Can Co., American Can Co., and Crown Cork & Seal Co. This company-by-company bargaining was a departure from the employers' practice of bargaining as a unit, but the union was able to maintain similar terms at all of the companies.

The contracts do not provide for specified wage increases, but the workers will receive an immediate $400 lump-sum payment and $300 payments in the second and third years. They will also continue to be eligible for possible cost-of-living pay adjustments.

In a change that will save money for the companies, the union agreed to a temporary two-tier pay system under which new workers will be paid 20 percent less than the regular rate for the job during their first 2 years of employment. Leon Lynch, the union's chief negotiator for the industry, explained, "our members are some of the highest paid workers in the industrial sector, and workers who come in off the street don't always have the highest skills." At the time of the settlements, pay rates ranged from $12.25 to $15.93 an hour, according to the union.

The new contracts, which expire February 19, 1989, also provide for:

- A $3 increase in the monthly pension rate for each year of credited service.

- A health care cost containment program including preadmission reviews of nonemergency surgery, second opinion requirements, 20 percent copayments for employees who do not follow the requirements of the program (one "learning experience" is permitted in the first year); establishment of a mail order generic drug program; and a medical expense audit program under which employees can recover up to $500.

- A voluntary product promotion program financed through payroll deductions.

- A joint committee with 85 percent financing by the company and 15 percent by the union to determine if "special treatment" is necessary to preserve plants that continue to manufacture three-piece cans.

UAW continues organizing efforts at foreign owned plants. The United Auto Workers' plan to organize foreign-owned vehicle and parts plants opening in the United States suffered a blow when the union was forced to drop its bid for a representation election at the Honda of America Manufacturing Corp.'s plant in Marysville, OH. The union said the withdrawal of its petition to the National Labor Relations Board was a temporary action. It attributed the setback to confusion resulting from unfair labor practices charges it had filed against Honda (which were rejected by the Board), "misinformation" being spread by anti-UAW workers, and an influx of new employees. The UAW said that the withdrawl of the election petition was not a defeat and that the drive to organize Honda operations will be intensified.

In charges filed with the Board late last year, the UAW contended that Honda had attempted to influence the election outcome by illegally questioning plantworkers about their attitude toward unions, allowing antiunion material to be distributed on company time, and improving employees benefits during the organizing drive. The Board dismissed the complaint, citing "insufficient evidence."

So far, the UAW has not been successful in organizing any of the Japanese-owned automobile plants that have resisted the union's efforts. The UAW does not represent workers at the General Motors-Toyota joint venture in Fremont, CA, and will represent workers at the Mazda plant being built in Flat Rock, MI, and has represented workers at the Volkswagen plant in New Stanton, PA, since 1978.

Growers, pickers end 8-year dispute. A dispute noted for its duration and the number of parties involved ended when the Campbell Soup Co., tomato and cucumber growers in Ohio and Michigan, and the Farm Labor Organizing Committee agreed on new labor contracts for 550 workers. The dispute began in 1978, when the Committee began pressing Campbell to support its efforts to organize employees of the growers, who sell their crops to Campbell. Campbell disagreed, contending that any collective bargaining relationship should be strictly between the farmers and the Committee.

As a result, the Committee instituted a boycott of Campbell products that was joined by the AFL-CIO and other organizations. The boycott was ineffective, according to a company public relations director, but in 1985 the company and the Committee agreed on elections in which the workers voted to be represented by the Committee. Contract negotiations then began, assisted by a five-member team mediation panel headed by former Secretary of Labor John T. Dunlop. The panel was selected by the National Council of Churches, which will continue to assist the bargainers during the course of the new contracts by conducting representation elections at growers not now covered by the agreements. Expenses of the panel were covered by the Carnegie Corp. and further expenses will be covered by a similar grant from the William Penn Foundation.

The nearly 3-year agreement signed by Campbell, the Farm Labor Organizing Committee and the Campbell Tomato Growers Association provides for wage rates for hand pickers to be set through further negotiations, and referred to the Dunlop panel if not settled by June 15, 1986. Machine harvesters receive $4.50 an hour for the 1986 season, increasing to $4.60 for the 1987 season. Other terms for the 150 employees in Ohio cover grievance procedures, dues checkoff, union recognition, housing conditions, a joint study of the effect of pesticides, day care, and health and safety programs.

The nearly 4-year cucumber contract between Vlasic Foods, Inc. (a Campbell subsidiary) and the Committee covers 400 workers in Michigan. It includes grievance procedures, dues checkoff, and other items similar to the tomato contract.

The cucumber pickers will continue to receive basic pay equal to 50 percent of the gross value of the crop. In addition, they will now receive bonus compensation, contingent on a rise in cucumber prices. The size of the bonus will increase over the term. For the 1989 season, the possible bonus will range from 6 to 9 percent of basic pay.

Minneapolis grocery workers get new contract. A wide-ranging 3-year contract between Minneapolis grocery chains and the United Food and Commercial Workers provided for a two-tier pay system for part-time workers, lump-sum payments for all 8,000 workers, a joint committee to consider the introduction of new meat department sales items, changes in job rules and duties, and additional employee protection against layoffs.

During the first contract year, the workers will not receive a pay increase, but in the second year, they will receive a 3-percent increase, and in the final year, they will receive two lump-sum payments together equal to 3 percent of their earnings during a 12-month period. The pension rate was increased to $26.67 a month for each year of credited service (from $20) and the service requirement was changed to permit retirement after 30 years, regardless of age.

Part-time clerks and delicatessen workers hired after the March 1 effective date of the contract will start at $5 an hour, and advance to $8 after 5,200 hours of work. Part-time clerks hired earlier at $5.76 have a top rate of $9.38.

In a move to control labor costs, stores with three or fewer meatcutters will now be permitted to operate meat departments without a top-rate cutter present after 6 p.m. weekdays and all day on Sunday. Other efforts to control labor costs included establishment of a joint committee authorized to introduce new meat items during the contract term; a program for moderating increases in health insurance costs; and establishment of a "meat service" job category expanding the duties performed by a meatwrapper.

In return for these cost-cutting measures, the employers gave up the right to lay off employees hired after August 31, 1985, except in cases where they decide to close a store or can demonstrate a persistent and irreversible decline in sales.

Police officers get arbitrated pay increases. Police officers in Pittsburgh, PA, received a 4 percent immediate pay increase under a 2-year arbitration award. Resulting annual salaries included $25,792 for fourth-year officers, $28,288 for sergeants, $30,992 for lieutenants, and $34,112 for captains. There also is a provision for reopening the contract on wages in 1987.

Other terms for the 1,200 officers, represented by the Fraternal Order of Police, included longevity pay ranging from 2 percent of annual pay after 5 years' service to 8 percent after 35 years; a 10-percent pay differential between the ranks; a $4-a-month city payment into the legal services fund (formerly $2); and $5-a-month increase in the city's payment into a supplemental pension fund,bringing the rates to $20 for each year of service for 20 through 24 years and to $25 for each additional year. The award was handed down under a State law permitting arbitration when bargainers are unable to reach agreement.

New rules on drug, alcohol use by rail workers. After years of controversy, the Department of Transportation issued regulations banning railroad workers from reporting to work under the influence of alcohol or drugs or consuming them on the job. The rules had been scheduled to go into effect on November 1, 1985, but were delayed by legal challenges by railroad unions. Implementation of the rules became possible when the Supreme Court favored the Government's position.

The new rules also authorize testing of employees following major accidents when there are indications of possible impairment, and as a routine part of the hiring procedure. The regulations also require railroads to establish incentives for addicted employees to seek help voluntarily, but also permit employers to dismiss workers who violate the drug and alcohol rules.

One of the first calls for adoption of the rules came from the National Transportation Safety Board in 1974. There have been 48 train accidents since 1975 attributed to employees impaired by alcohol or drugs, resulting in 37 deaths and $34 million in property damage.

Displaced airline workers given rehire rights. In the airline transportation industry, the Department of Labor issued rules providing rehiring rights for employees who lost their jobs as a result of the Airline Deregulation Act of 1978, which opened the industry to intense competition. Under the rules, all airlines must list their job vacancies on a central register and those that were in existence when the law took effect must give preference to applicants with rehiring rights. Preferential hiring is limited to persons who were employed by an airline for at least 4 years prior to 1978. The hiring preference rule, authorized by the deregulation act, was originally expected to continue for 10 years, but because of delays resulting from legal challenges by the airlines, will now extend for less than 3 years.

Court contract allows drug testing. Drug testing and treatment provisions were adopted in a settlement between New York State's Office of Court Administration and three unions representing 3,000 court officers and clerks in State courts in New York City. Howard Rubenstein, director of employee relations for the Office of Court Administration, said the agency was committed to adopting similar provisions for the rest of the State court system when labor contracts expire in 1988.

Both the Office of Court Administration and the three unions indicated that the drug control provisions were a preventive measure rather than a reaction to an existing problem. Rubenstein said, "We think it's an issue whose time has come. These are people who carry guns, and I think we have a duty to assure the public." A union official indicated that the unions were not pleased with the program but had accepted it because the workers' sensitive duties required them to be above suspicion.

Under the provisions, the deputy chief administrative judge in the area will determine if there is "reasonable cause" to test a particular employee. If so, and the test is positive, the employee will be given the option of entering a rehabilitation program rather than facing disciplinary action. After completing the program, which will vary in scope and duration according to the employee's needs, the employee will be subject to periodic retesting and disciplinary action if drug abuse is again detected.

Other contract terms included wage increases of 5 percent retroactive to June 13, 1985, 5.5 percent on April 1, 1986, and 6 percent on April 1, 1987. The unions, comprising a joint bargaining council sponsored by the International Longshoremen's Association, are the Court Officers Association, the New York State Supreme Court Officers Association, and the Court Clerks Associations.

Health care industry agreements. In Chicago, a settlement between Northwestern Memorial Hospital and the Hospital Employees Labor Program (HELP) increased the incentive for the 1,000 service and maintenance workers to use Northwestern when they are sick or injured. (HELP is a joint organization of Service Employees Local 73 and Teamsters Local 743.) Under the 3-year contract, employees will not be required to pay any medical care costs incurred in Northwestern. If they use another hospital, they will have to pay the first $800 of costs and 20 percent of the balance. Under the prior contract, employees who used other hospitals were required to pay the first $50 of daily room and board for up to 6 days and the health care plan paid all additional costs.

Other terms included wage increases totaling 62 cents an hour that will reportedly raise average pay to $8.22; a $5 a month increase in financing of single employees' health benefits and a $10 increase for family coverage; and adoption of a two-tier pay system under which new employees will start at an average of $1.10 an hour below the top rate for their job and will receive regular progression increases, but will not attain the top rate during the agreement terms.

Elsewhere in the health care industry, 2,500 doctors, dentists, optometrists, podiatrists, and veterinarians employed by the City of New York were covered by a 3-year contract that provided for a 5-percent increase retroactive to July 1, 1984, another 5-percent increase retroactive to July 1, 1985, and a 6-percent increase on July 1, 1986. This will bring the maximum annual salary to $88,807 for "attending III physicians" with at least 15 years of service. Previously, their maximum was $72,709. The contract was negotiated by a Doctors Council and the City's Health and Hospitals Corp.

New York State, United University Professions settle. A round of bargaining between the State of New York and various unions was finally concluded when the United University Professions, an affiliate of the American Federation of Teachers, settled with the university system, ending an impasse of more than 8 months. The other unions had settled with various State agencies in 1985. (See *Monthly Labor Review,* October 1985, p. 52.)

The 3-year accord for the 17,000 academic and related professional employees provides for 5 percent wage increases in each contract year. The union also joined a new "preferred provider network" that went into operation on January 1, 1986, in an effort to contain rising health care costs.

Selected Wage and Benefit Changes

Current provisions of collective bargaining agreements are summarized below. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements.

Coverage generally is limited to actions affecting 1,000 workers or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

MANUFACTURING

FOOD AND KINDRED PRODUCTS

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Kellogg Co. Omaha, NE; Memphis, TN; San Leandro, CA; and Lancaster, PA Grain Millers—2,175	14 cents 4/1/86	Deferred increase negotiated 10/84 (CWD Jan. 1985); see CWD Jan. 1986.
Heinz U.S.A., div. of H. J. Heinz Co. Pittsburgh, PA; Muscatine, IA; and Fremont, OH United Food and Commercial Workers—2,600	See next column 3/1/86	3-year agreement ratified 3/11/86 provided: no initial increase at Pittsburgh; 30 cents across the board at Fremont and Muscatine retroactive to 3/1/86—all 3 locations to receive 35 cents in 2d year and 30 cents in 3d year; automatic semiannual cost-of-living adjustment formula continued, improved pensions; $100 individual, $200 family deductible per coverage under basic health plan; 100 percent preventive dental coverage; and provided HMO as alternative to regular health plan; see CWD Oct. 1985.
The Nestle Co., Inc. Fulton, NY Retail, Wholesale and Department Store—1,000	5.5 percent 4/86	Deferred increase negotiated in 1984 (CWD Oct. 1984); see CWD Apr. 1985.
Campbell Soup Co. Camden, NJ United Food and Commercial Workers—1,400	35-45 cents 3/3/86	2-year agreement negotiated 3/86 also provided: 35-45 cents 3/6/87; $15,000-$19,000 basic life insurance depending on base pay (was $14,000-$18,000) increasing to $16,000-$20,000 3/87; $10,000 maximum lifetime dental benefit, $50 maximum per calendar year vision care per individual covered (was $25); see CWD Feb. 1985.
Kellog Co. Battle Creek, MI Grain Millers—2,500	14 cents 4/1/86	Deferred increase negotited 10/84 (CWD Jan. 1985); see CWD Jan. 1986.
Gentry - Foremost, Gilroy Foods and Basic Vegetable Products, Inc. (dehydration industry) Salinas, CA Teamsters (Ind.)—1,400	5 percent 4/86	Deferred increase negotiated 5/22/84 (CWD July 1984); see CWD Apr. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FOOD AND KINDRED PRODUCTS—Continued		
Sugar Companies Negotiating Committee Hawaii Longshoremen (ILWU)—6,500	None 2/1/86	2-year agreement negotiated 2/86 also provided: 23-32.5 cents 2/1/87; reduced rates for temporary workers in labor grades 1, 2, and 3 hired on or after 2/1/86; deferred new hires eligibility for medical and dental plans; see CWD Apr. 1985.
TOBACCO MANUFACTURES		
Philip Morris U.S.A. VA., KY., NC Bakery, Confectionery and Tobacco Workers—11,000	3 percent 2/1/86	3-year agreement negotiated 2/1/86 also provided: 3 percent 2/1/87 and 2/1/88; lump sum payments ranging from $156 to $273 2/1/86, 2/1/87 and 2/1/88; 30 cents (was 29 cents) shift differential for 2d shift, 38 cents (was 35 cents) for 3d shift, 2/1/86; quarterly cost-of-living adjustment continued providing 1 cent for each point change in BLS-CPI-W (1967 = 100) with 1 cent each quarter diverted to pay for benefits; implemented 401 K plan; 30 years service and out retirement provision; see CWD Mar. 1986.
Lorillard Div. of Loews Theatres, Inc. Greensboro, NC Bakery, Confectionery and Tobacco Workers—2,100	2.5 percent 3/1/86	3-year agreement negotiated 2/23/86 also provided: 2.5 percent 3/1/87, 2.25 percent 3/1/86; 1 cent diversion from quarterly cost-of-living adjustments, calculated at 1 cent for every .3 point change in BLS-CPI-W (1967 = 100); $34 month (was $28) pension for every year of credited service; $36,000 life insurance coverage (was $30,000); previously received 10 cents automatic quarterly cost-of-living adjustment on 1/1/86; see CWD Dec. 1985.
APPAREL AND OTHER TEXTILE PRODUCTS		
Farah Manufacturing Co., Inc. El Paso, TX Clothing and Textile Workers—3,000	See next column 2/17/86	3-year agreement negotiated 2/11/86 provided: no wage change first year; $450 lump sum on 2/17/87 and $550 on 2/17/88; 11th holiday in 3d year; $4.50 month (was $3.50) pension for every year of credited service; $50,000 maximum (was $17,500) major medical; $6,000 (was $5,000) life insurance; see CWD May 1983.
PRINTING AND PUBLISHING		
Printing Industries of Metro New York New York, NY Graphic Communications Union—	See next column 3/4/86	3-year agreement negotiated 2/16/86 provided: wage increase of 4 percent on 3/4/86, 4 percent on 3/4/87, and 5 percent on 3/4/88; additional holiday beginning in 1987; see CWD Feb. 1985.
New York Daily News New York, NY Newspaper Guild—1,120	8.2 percent 3/1/86	Automatic 8.2 percent cost-of-living adjustment; see CWD (March 1985).
New York Times New York, NY Newspaper Guild—2,000	8.2 percent 3/1/86	Automatic 8.2 percent cost-of-living adjustment; see CWD (March 1985).
Printers League Section, Printing Industries of Metro New York New York, NY Printing and Graphic Communications Union—1,600	See next column 3/3/86	3-year agreement negotiated 2/18/86 also provided: wage increases of 4 percent on 3/3/86 and 3/3/87 and 5 percent on 3/3/88; additional holiday beginning in 1987; see CWD March 1985.
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS		
Goodyear Tire & Rubber Co. Various locations Rubber Workers—16,000	10 cents 4/86	Deferred increase negotiated 4/85 (CWD Feb. 1985); see CWD Feb. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS—Continued		
Firestone Tire & Rubber Co. Various locations Rubber Workers—8,500	10 cents 4/86	Deferred increase negotiated 5/85 (CWD Feb. 1985); see CWD Feb. 1986.
B. F. Goodrich Co. Various locations Rubber Workers—7,200	10 cents 4/86	Deferred increase negotiated 5/85 (CWD Feb. 1985); see CWD Feb. 1986.
Uniroyal, Inc. Various locations Rubber Workers—4,200	10 cents 4/86	Deferred increase negotiated 5/85 (CWD Feb. 1985); see CWD Feb. 1986.
Armstrong Rubber Co. West Haven, CT; Des Moines, IA; Natchez, MS; Madison, TN; and Hanford, CA Rubber Workers—2,600	11 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
General Motors Corp. Dayton, OH Rubber Workers—4,000	10 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
LEATHER AND LEATHER PRODUCTS		
National Industrial Council of the National Handbag Assn. NY, NJ, PA, and New England areas Leather Goods, Plastic and Novelty Workers—1,000	30 cents 4/24/86	Deferred increase negotiated 5/3/84 (CWD July 1984); see CWD Apr. 1985.
New York Industrial Council of the National Handbag Assn. New York, NY, area Leather Workers—4,000	35 cents 4/24/86	Deferred increase negotiated 4/84 (CWD Feb. 1985); see CWD Apr. 1985.
STONE, CLAY, AND GLASS PRODUCTS		
Owens-Corning Fiberglas Corp. Anderson, SC Glass, Pottery, Plastic Workers—1,100	4.5 percent 4/28/86	Deferred increase negotiated 5/22/85 (CWD July 1985).
PRIMARY METAL INDUSTRIES		
Aluminum Co. of America Various locations Aluminum, Brick and Glass Workers—10,000	11 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Aluminum Co. of America, Reynolds Metal Co. Various locations Steelworkers—17,900	11 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Martin Marietta Aluminum, Inc. Lewisport, KY, The Dalles, OR, and Goldendale, WA Steelworkers—1,900	11 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Manufacturers Industrial Relations Assn. Various locations Molders—2,000	No immediate increase 1/1/86	2-year agreement negotiated 1/31/86 also provided: 22 cents 1/1/87; $250 lump sum payment 1/31/86; cost-of-living clause suspended for term of agreement; $17 month (was $15) pension for every year of credited service effective 1/1/86; increasing to $18 on 1/1/87; see CWD Feb. 1985.
White Consolidated Industries, Inc., Blaw-Knox Co., Foundry and Mill Machinery, Inc. Various locations Steelworkers—1,500	6 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Allegheny International Inc., Allegheny Ludlum Industries Inc. CT, NY and PA Steelworkers—5,400	18 cents 4/1/86	Deferred increase negotiated 4/1/83 (CWD Aug. 1983); see CWD Mar. 1986.
Asarco Inc. TX, AZ and WA Steelworkers; Operating Engineers; Electrical Workers (IBEW); and Teamsters (Ind.)—3,000	10 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Al Tech Specialty Corp., an affiliate of CATX Corp Watervliet and Dunkirk, NY Steelworkers—1,750	45 cents 4/1/86	Deferred increase negotiated 5/1/83 (CWD Nov. 1983); see CWD Dec. 1985.
Cyclops Corp., Universal Cyclops Specialty Steel Div. Bridgeville, Pittsburgh, Aliquippa and Titusville, PA Steelworkers—1,100	10 cents 2/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Cerro Metal Product, Div. of the Marmon Group, Inc. Bellefonte, PA Automobile Workers—1,000	4 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Atlantic Steel Co. Atlanta, GA Steelworkers—975	10 cents 2/1/86	Automatic quarterly cost-of-living adjustment; previously received 4 cents 11/1/85; see CWD Sept. 1986.
Lone Star Steel Co. Daingerfield, TX Steelworkers—2,300	24 cents 4/15/86	Deferred increase negotiated 9/83 (CWD Feb. 1984); see CWD Apr. 1985.
Ormet Corp. Hannibal, OH Steelworkers—1,000	11 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.

Continued--Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information

PRIMARY METAL INDUSTRIES—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Consolidated Aluminum Co. Hannibal, OH Steelworkers—950	11 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Copperweld Steel Co. Warren, OH Steelworkers—2,000	10 cents 2/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Cyclops Corp., Detroit Steel Corp. Mansfield, OH Steelworkers—1,100	10 cents 2/1/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Penn-Dixie Steel Corp. Kokomo, IN Steelworkers—1,100	10 cents 2/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Interlake, Inc. Riverdale, IL Steelworkers—1,200	10 cents 2/86	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1985.
Laclede Steel Co. Alton, IL Steelworkers—2,000	9 cents 2/1/86	Automatic quarterly cost-of-living adjustment; no recent listing.
Wagner Castings Co. Decatur, IL Allied Industrial Workers—1,000	7 cents 3/86	Automtic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Mueller Brass Co. Port Huron, MI Automobile Workers—1,000	15 cents 4/1/86	Deferred increase negotiated 4/1/84 (CWD July 1984); previously received 7 cents automatic quarterly cost-of-living adjustment in 3/86; see CWD Apr. 1985.
CF & I Steel Co. Pueblo, Canyon City, and Salida, CO and Sunrise, WY Steelworkers—1,600	10 cents 2/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Teledyne Wah Chang Albany, Subsidiary of Teledyne Inc. Millersburg (Albany), OR Steelworkers—900	10 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Aluminum Co. of America Vancouver and Wenatchee, WA Metal Trades Council—1,200	11 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.

FABRICATED METAL PRODUCTS

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
American Can Co., Continental Group, Inc. and National Can Corp. Various locations Steelworkers—8,800	No wage increase 3/5/86	3-year agreement negotiated 3/5/86 also provided: lump sum payments of $400 3/5/86, $300 2/16/87, and $300 2/18/85; quarterly cost-of-living adjustment continued providing 1 cent for each .3 point change in BLS-CPI-W (1967 = 100); established a 2 year temporary wage rate for new hires at 20 percent less than full rate; $19.50 - $23.50 month (was $18.50 - $22.50) pension for every year of credited service effective 3/5/86, increasing to $20.50 - $24.50 in 3/1/87 and $21.50 -$25.50 3/1/88; settlement preceded by 17-day strike; see CWD Jan. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FABRICATED METAL PRODUCTS—Continued		
Continental Group, Inc. and American Can Co. Various locations Machinists—3,000	9 cents 2/15/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
American Can Co., Continental Group, Inc., National Can Corp., and Crown Cork and Seal Co. Various locations Steelworkers—15,000	9 cents 2/15/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Emhart Industries Berlin, CT Machinists—1,100	40 cents 4/29/86	Deferred increase negotiated 4/85 (CWD Sept. 1985).
Aluminum Co. of America Cleveland, OH Automobile Workers—1,000	11 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Atlas Crankshaft Corp. Fostoria, OH Automobile Workers—1,250	7 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
5 The West Bend Co. West Bend, WI Allied Industrial Workers—850	No immediate increase 12/5/85	3-year agreement negotiated 1/23/86 also provided: 2½ percent (of earnings) lump sum payment 12/86; 3½ percent wage increase 12/87; see CWD Dec. 1984.
FMC Corp., Northern Ordnance Div. Fridley, MN Automobile Workers—2,200	7 cents 1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Rockwell International Corp., Atomic International Div., Rocky Flats Plant Golden, CO Steelworkers—3,000	7 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
MACHINERY, EXCEPT ELECTRICAL		
Caterpillar Tractor Co. Various locations Automobile Workers—20,400	11 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Navistar (formerly International Harvester Co.) Various locations Automobile workers—12,000	10 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
J. I. Case Co. Various locations Automobile Workers—4,300	10 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Worthington Corp., Div. of Dresser Industries New Jersey Steelworkers—1,600	8 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Hyatt Clark, Inc. (roller bearings) Clark, NJ Automobile Workers	12.5 percent decrease 2/10/86	20-month agreement negotiated 2/10/86 as a result of an unscheduled wage reopener; see CWD Oct. 1985.
Timken Co. Canton, Columbus, and Wooster, OH Steelworkers—8,000	10 cents 3/2/86	Automatic quarterly cost-of-living adjustment; see CWD July 1985.
PT Components (formerly FMC, chain and bearing divisions) Indianapolis, IN Steelworkers—1,100	8 cents 4/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Cummins Engine Columbus, IN Diesel Workers' Union (Ind.)—5,500	2 percent 4/28/86	Deferred increase negotiated 2/20/86; previously received 7 cents automatic quarterly cost-of-living adjustment on 3/1/86; see CWD Jan. 1986.
Deere and Co. Illinois and Iowa Automobile Workers—18,000	1.1 percent 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
J. I. Case Co. (former International Harvester plants) East Moline and Hinsdale, IL and St. Paul, MN Automobile Workers—1,200	12 cents 3/1/86	Automatic quarterly cost-of-living adjustment; workers also received 34 cents in deferred payment from 1985 effective 3/1/86 to reach parity with other J. I. Case workers; see CWD Jan. 1986.
Outboard Marine Corp., Johnson Div. Waukegan, IL Independent Marine and Machinists' Assn. (Ind.)—1,700	8 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Sealed Power Corp. Muskegon, MI Automobile Workers—1,000	9 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Harnischfeger Corp. Milwaukee, WI Steelworkers—1,050	9 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Tecumseh Products Co., Lauson Engine Div. New Holstein, WI Machinists—1,000	8 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT		
Prestolite, Div. of Eltra Corp. National Automobile Workers—1,200	3 cents 3/1/86	Automatic irregular cost-of-living adjustment; see CWD Sept. 1985.
General Motors Corp. NY, NJ, and OH Electronic Workers—24,000	12 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
White-Westinghouse Corp. NJ, FL and OH Electronic Workers—2,300	9 cents 3/1/86	Automatic semiannual cost-of-living adjustment; see CWD Oct. 1985.
Whirlpool Corp. Ft. Smith, AR Allied Industrial Workers—3,500	9 cents 3/1/86	Automatic semiannual cost-of-living adjustment; see CWD Nov. 1985.
The Hoover Co. N. Canton, OH Electrical Workers (IBEW)—2,800	7 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Whirlpool Corp. Evansville, IN Electronic Workers—2,400	12 cents 3/3/86	Automatic semiannual cost-of-living adjustment; see CWD Feb. 1986.
The Magnavox Co. Fort Wayne, IN Allied Industrial Workers—1,600	7 cents 3/1/86	Automatic semiannual cost-of-living adjustment; see CWD Oct. 1985.
Design and Manufacturing Corp Connersville, IN Automobile Workers—1,500	8 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986
GTE Automatic Electric Inc. Illinois Various unions—2,800	20 to 45 cents 4/27/86	Deferred increase negotiated 5/12/85 (CWD June 1985)
Rauland Div. of Zenith Radio Melrose Park, IL Electrical Workers (IBEW)—1,550	3 percent 4/9/86	Deferred increase negotiated 4/6/84 (CWD May 1984); see CWD April 1985
Gibson Products Corp. Greenville and Belding, MI Automobile Workers—3,500	10 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986
Speed Queen Co. Ripon, WI Steelworkers—	5 percent 3/1/86	3-year agreement negotiated 2/28/86 also provided: 4.5 percent on 3/1/87 and 4 percent on 3/1/88; quarterly cost-of-living clause dropped; $13 month (was $12.50) pension for every year of credited service, increasing to $13.50 in 2d and to $14 in in 3d years; $195 week (was $180) sickness and accident, increasing to $210 on 3/1/87 and to $225 on 3/1/88; $16,000 life insurance (was $15,000), increasing to $17,000 and to $18,000 in 2d and 3d years, respectively; see CWD Jan. 1986
The Maytag Co. Newton and Hampton, IA Automobile Workers—1,650	6 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
Zenith Radio Corp. Springfield, MO Electrical Workers (IBEW)—2,200	5 cents 3/1/86	Automtic semiannual cost-of-living adjustment; see CWD Mar. 1986.
TRANSPORTATION EQUIPMENT		
General Motors Corp. Various locations Automobile Workers—350,000	10 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Ford Motor Co. Various locations Automobile Workers—100,000	10 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Chrysler Corp. (hourly employees) National Automobile Workers—63,000	10 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Chrysler Corp. (salaried employees) Various locations Automobile Workers—6,300	10 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Budd Co. National Automobile Workers—6,300	9 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Dana Corp. Various locations Automobile Workers—7,000	11 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Jeep Corp. Toledo, OH Automobile Workers—6,500	10 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
American Motors Corp. Kenosha and Milwaukee, WI Automobile Workers—8,000	11 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Rohr Industries Riverside and Chula Vista, CA Machinists—4,200	9 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
General Dynamics Corp. Pomona, CA Machinists—3,000	7 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
New United Motors Manufacturers, Inc. Fremont, CA Automobile Workers—1,200	10 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
INSTRUMENTS AND RELATED PRODUCTS		
Xerox Corp. Rochester, NY Clothing and Textile Workers—3,250	10 cents 3/1/86	Automatic 10 cent cost-of-living adjustment; see CWD (Jan. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information

INSTRUMENTS AND RELATED PRODUCTS—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Honeywell, Inc. Minneapolis, MN Teamsters (Ind.)—6,350	See next column 2/9/86	2-year agreement negotiated 2/9/86 provided: first year lump sum payment averaging $1,762 per worker; second year average wage increase of 34 cents per hour; contributory medical insurance (was financed by company); see CWD Feb. 1985.

MISCELLANEOUS MANUFACTURING

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
W. A. Sheaffer Pen Co. Ft. Madison, IA Automobile Workers	4 percent 4/16/86	Deferred increase negotiated 4/15/84 (CWD July 1984); see CWD April 1985.

NONMANUFACTURING

MINING

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Bituminous Coal Operators and other operators Various States United Mine Workers—105,000	5 cents 4/1/86	Deferred increase negotiated 9/27/84 (CWD Nov. 1984); see CWD Jan. 1986.

CONSTRUCTION

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
National Fire Sprinkler Assn. National Plumbers—7,000	35 cents—$1.04 (varying by State) 4/1/86	Deferred increase negotiated 5/31/85 (CWD July 1985).
Roofing and Sheet Metal Contractors Assn. of the Building Trades Employers Assn. Boston, MA Sheet Metal Workers—1,300	70 cents 3/1/86	Deferred increase negotiated 10/21/84 (CWD Jan. 1985).
Associated General Contractors of America, Inc. Connecticut Carpenters and Joiners—6,200	60 cents 4/1/86	Deferred increase negotiated 6/1/84 (CWD July 1984); see CWD Apr. 1985.
Associated General Contractors of Connecticut, Inc Hartford, CT, area Carpenters and Joiners—950	60 cents 4/1/86	Deferred increase negotiated 6/12/84 (CWD Aug. 1984); see CWD Apr. 1985.
Associated General Contractors of New Jersey; Utility Contractors Assn. of New Jersey New Jersey Laborers—10,000	No wage change 3/1/86	1-year agreement negotiated 3/1/86 also provided: $1.35 an hour to health and welfare fund (was $1.10); see CWD Mar. 1985.
Mechanical Contractors Assn. of Maryland (steamfitters) Maryland (except Montgomery and Prince Georges counties and part of the Eastern Shore) Plumbers—1,000	$1.15 4/1/86	Deferred increase negotiated 3/18/85 (CWD May 1985); see CWD Dec. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc., and Metro Paver and Heavy Highway Contractors Assn. (heavy-highway) Baltimore, MD area Operating Engineers—1,000	6 percent 4/1/86	Deferred increase negotiated 4/11/83 (CWD May 1983); see CWD Apr. 1985.
Associated General Contractors of America, Inc. Baltimore, MD area Laborers—2,000	See next column 4/1/86	6 percent increase applied to wage and benefit package; deferred increase negotiated 4/83 (CWD June 1983); see CWD Apr. 1985.
Associated General Contractors of America, Inc. Baltimore, MD Carpenters and Joiners	7.2 percent 4/1/86	Deferred increase negotiated 3/83 (CWD May 1983); see CWD Apr. 1985.
Evansville Contractors Association, Inc. Indiana and Kentucky Laborers—1,500	35 cents 4/1/86	Deferred increase negotiated 4/1/85 (CWD Jan. 1986).
Associated General Contractors of America, Inc. (highway agreement) Indiana Operating Engineers—1,000	25 cents 4/1/86	Deferred increase negotiated 5/84 (CWD July 1984); see CWD Apr. 1985.
Indiana Highway Assn., Inc. (utility agreement) Indiana Operating Engineers—1,750	25 cents 4/1/86	Deferred increase negotiated 10/1/84 (CWD May 1985).
Associated Building Contractors Indiana Operating Engineers—2,600	25 cents 4/1/86	Deferred increase negotiated 5/13/85 (CWD June 1985).
Indiana Highway Constructors, Inc. Indiana Laborers—4,000	15 cents 4/1/86	Deferred increase negotiated 3/26/84 (CWD May 1984).
Indiana Highway Assn., Inc. (highway agreement) Indiana Operating Engineers—1,500	25 cents 4/1/86	Deferred increase negotiated 6/5/84 (CWD July 1984); see CWD Apr. 1985.
Associated General Contractors of America, Inc.; and Walbash Valley Contractors Assn. Southern Illinois Laborers—1,650	40 cents 4/1/86	Deferred increase negotiated 5/85 (CWD July 1985).
Southern Illinois Builders Assn. Southern Illinois Laborers—1,900	35 cents 4/1/86	Deferred increase negotiated 4/2/85 (CWD June 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Southern Illinois Builders Assn. Southern Illinois Carpenters and Joiners—1,500	50 cents 4/1/86	Deferred increase negotiated 7/22/85 (CWD Nov. 1985).
Painting and Decorating Contractors Assn. Chicago, IL Painters—6,250	$1.15 4/1/86	Deferred increase negotiated 10/13/84 (CWD Dec. 1984); see CWD Apr. 1985.
Michigan Road Builders Assn. Michigan Teamsters (Ind.)—1,000	40 cents 4/1/86	Deferred increase negotiated 7/15/83 (CWD Oct. 1983); see CWD Apr. 1985.
Builders Assn. of Kansas City Kansas City, MO, area Iron Workers—1,050	40 cents 4/1/86	Deferred increase negotiated 7/9/84 (CWD Sept. 1984); see CWD Apr. 1985.
Builders Assn. of Kansas City Kansas City, MO, area Carpenters and Joiners—2,000	35 cents 4/1/86	Deferred increase negotiated 9/15/84 (CWD Oct. 1984); see CWD Apr. 1985.
Builders Assn. of Missouri Kansas City, MO, area Painters—1,000	30 cents 4/1/86	Deferred increase negotiated 4/13/84 (CWD July 1984); see CWD Apr. 1985.
Painting and Decorating Contractors Assn. St. Louis, MO Painters—2,200	No wage change 12/23/85	33-month agreement negotiated 12/23/85 also provided: 75 cents on 12/1/86 (with distribution between wages and benefits to be determined later); 12/1/87 adjustment based on the average adjustment for 10 basic building trades in the St. Louis area, to a maximum of 75 cents; $1 hour to vacation fund (was 81 cents); $1.75 hour to health and welfare fund (was $1.50); $1.18 hour to pension fund (was 87 cents); see CWD Jan. 1984.
Heavy-Highway Contractors Assn. of Iowa Iowa Operating Engineers—1,200	See next column 12/1/85	3-year agreement negotiated 1/24/86 provided: no immediate wage change; wage reopenings on both 12/1/86 and 12/1/87; $1.30 hour to health and welfare fund 9/1/86 (was $1.15); 25 cents administrative dues (were 20); see CWD Jan. 1985.
TRANSPORTATION AND PUBLIC UTILITIES		
National Master Freight Agreement (local cartage and over-the-road) National Teamsters (Ind.)—150,000	50 cents hourly or 1.25 cents per mile 4/1/86	Deferred increase negotiated 5/85 (CWD July 1985).
National Broadcasting Co. National Broadcasting Employees and Technicians—3,000	$50 week 4/1/86	Deferred increase negotiated 11/84 (CWD Jan. 1985); see CWD Apr. 1985.
Western States Trucking Maintenance Agreement Various States Machinists—2,800	50 cents 4/1/86	Deferred increase negotiated 6/85 (CWD Aug. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Metropolitan Transit Authority (New York City Transit Authority) New York, NY Transport Workers Union—28,500	6 percent 4/1/86	Deferred increase negotiated 9/85 (CWD Nov. 1985).
Metropolitan Transit Authority (Manhattan and Bronx Surface Transit Operating Authority) New York, NY Transport Workers Union—5,500	6 percent 4/1/86	Deferred increase negotiated 9/85 (CWD Nov. 1985).
Queens Transit, Steinway Transit, Triboro Coach, and Jamaica Buses New York, NY Transport Workers Union—1,200	6 percent 4/1/86	Deferred increase negotiated 10/85 (CWD Dec. 1985).
Long Island Lighting Co. Long Island, NY Electrical Workers (IBEW)—3,850	5 percent 10/1/85	40-month agreement negotiated in 1985 4 months prior to the 2/13/86 expiration date of current agreement also provided: 5¼ percent 10/1/86 and 6 percent 10/1/87; see CWD Oct. 1984.
National Fuel Gas Co. Buffalo, NY Electrical Workers (IBEW)—1,700	4½ percent 2/14/86	3-year agreement negotiated 2/86 also provided: 4 percent in both 2/87 and 2/88; 50 cents hour (was 45) shift differential increasing to 55 cents 2d and 60 cents 3d years; $10 (was $8.50) meal allowance; see CWD Feb. 1985.
Metropolitan Atlanta Rapid Transit Authority (operations, clerical) Atlanta, GA Amalgamated Transit Union—2,000	25 cents 4/26/86	Deferred increase negotiated 10/20/84 (CWD Apr. 1985); see CWD Nov. 1985.
United Technologies, Sikorsky Support Services, Inc. Ft. Rucker, AL Machinists—2,000	3 percent 2/3/86	3-year agreement negotiated 2/86 also provided: 3 percent 2/2/87 and 4 percent 2/1/88; 3½ percent lump sum bonus on 7/7/86 and 7/6/87 based on prior calendar years earnings; 12th paid holiday, Martin Luther King's birthday; $20 (was $15) in hospital fee; $15,000 (was $10,000) life insurance; new savings plan with company matching up to 50 percent of employee's contribution; see CWD Feb. 1985 under Transportation Equipment.
Great Lakes Assn. of Stevedores Great Lakes area Longshoremen (ILA)—6,000	$1.00 4/1/86	Deferred increase negotiated 4/84 (CWD May 1984); see CWD Apr. 1985.
Cincinnati Gas and Electric Co. Cincinnati, OH Electrical Workers (IBEW)—1,900	4 percent 4/1/86	Deferred increase negotiated 1/85 (CWD June 1985).
General Telephone Co. of Indiana Ft. Wayne, IN Communications Worker—1,300	4 percent 4/86	Deferred increase negotiated 4/85 (CWD July 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Illinois Trucking Assn. and Motor Carrier Labor Advisory Council Chicago, IL area Machinists—1,000	See next column	3-year agreement negotiated 1/86 provided: pay increases of 50 cents an hour effective 1/10/86, 5/1/86, and 5/1/87 with 31 cents of each increase designated as a "cost-of-living adjustment" (the annual cost-of-living adjustment clause tied to the BLS-CPI was discontinued); and increases of $4 a week effective 1/18/86, 5/1/86, and 5/1/87 in employer payment to fund health and welfare and/or pensions; see CWD May 1984.
Joint Area Cartage Agreement Chicago, IL Teamsters (Ind)—10,000	50 cents 4/1/86	Deferred increase negotiated 8/85 (CWD Nov. 1985).
Detroit Edison Southeastern Michigan Utility Workers—3,600	8 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Wisconsin Electric Power Co. (office, sales, and technical employees) Milwaukee, WI United Assn. of Office, Sales and Technical Employees—1,350	4.75 percent 4/1/86	Deferred increase negotiated 3/84 (CWD May 1984); see CWD Apr. 1985.
Southwestern States Master Rail Truck Agreements Southwestern States Teamsters (Ind.)—3,500	50 cents 4/1/86	Deferred increase negotiated 6/85 (CWD Nov. 1985).
Laclede Gas Co. St. Louis, MO area Oil, Chemical and Atomic Workers—1,850	See next column 8/1/85	3-year agreement ratified 12/20/85 provided: 4 percent retroactive to 8/1/85 and 4½ percent on both 8/86 and 8/87; new 401K plan; 80/20 medical comprehensive with $800 stop loss and $200 family deductible; new $300 year medical reimbursement account; $300,000 (was $200,000) major medical; preadmission certification and testing; mandatory 2d opinion for surgery; improved dental benefit; see CWD Aug. 1984.
Arizona Public Service Co. Arizona Electrical Workers (IBEW)—2,800	4½ percent 4/1/86	Deferred increase negotiated 1/85 (CWD Apr. 1985).
Southern California Rapid Transit District (mechanics) Los Angeles, Orange, Riverside, San Bernardino, and Ventura counties, CA Amalgamated Transit Union—1,700	3 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
Southern California Rapid Transit District (drivers) Los Angeles, Orange, Riverside, San Bernardino, and Ventura counties, CA United Transportation Union—4,500	3 cents 3/1/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
Hawaiian Electric Co. Honolulu, HI Electricl Workers (IBEW)—1,000	4 percent 4/1/86	Deferred increase negotiated 11/84 (CWD Jan. 1985); see CWD July 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE		
Bradlees Merchantile, Div. of Stop and Shop Companies, Inc. Massachusetts and New Hampshire United Food and Commercial Workers—4,400	15 cents 4/6/86	Deferred increase negotiated 7/28/85 (CWD Dec. 1985).
Super Fresh Food Markets (formerly part of the Retail Joint Council NJ, PA, and DE United Food and Commercial Workers—1,050	See next column 7/21/85	39-month agreement negotiated 7/21/85 provided: 50 cents to deli and service workers on each of following dates: 3/2/86, 3/1/87, 9/6/87, 3/6/88, 7/3/88 and 10/2/88; 40 cents to meatcutters on both 1/25/87 and 4/24/88; cost-of-living clause frozen over the life of term; $19-$20 month (was $17-$18) pension for every month of credited service, effective 8/1/85; $275 month (was $240) employer health and welfare financing; first listing.
Grand Union (grocery dept.) New York, NY, area United Food and Commercial Workers—1,700	25-50 cents 3/9/86	3-year agreement negotiated 3/16/86 also provided: $5 week for full time employees on 9/1/86; 25-50 cents on 3/9/87 and 25-50 cents on 3/9/88; health and welfare reopener in 4/87; see CWD Sept. 1985.
Associated Men's Wear Retailers of New York, NY New York, NY Retail, Wholesale and Department Store—2,000	30 cents 4/1/86	Deferred increase negotiated 5/6/85 (CWD June 1985).
A&P Tea Co. (meat and grocery depts.) New York, NY, area United Food and Commercial Workers—8,800	27.5 cents (average) 4/27/86	Deferred increase negotiated 8/22/83 (CWD Oct. 1983); see CWD Oct. 1985.
Shop-Rite, Pathmark, Grand Union, and Foodtown stores Northern New Jersey United Food and Commercial Workers—21,000	37.5 cents 4/9/86	Deferred increase negotiated 5/8/84 (CWD July 1984); see CWD Dec. 1985.
Bamberger's Newark and Morristown, NJ United Food and Commercial Workers—1,500	35 cents 2/3/86	3-year agreement negotiated 2/2/86 also provided: 35 cents on 2/3/87 and 40 cents on 2/3/88; $10,000 accidental death insurance (was $6,000); established $5,000 stop-loss on major medical; see CWD Feb. 1985.
Acme Markets, Inc. (formerly part of Retail Joint Council Eastern, PA; Southern NJ; and DE United Food and Commercial Workers—1,900	See next column 3/9/86	1-year agreement negotiated 3/9/86 provided: no wage change; $20 month (was $19) pension for each year of credited service, effective 7/1/86, $28 for those retiring after 3/9/86; $275 week (was $240) sickness and accident for full-time employees, effective 4/1/86, part-time sickness and accident remains at $185 week; $225 and $93.28 month (was $210 and $68) composes health and welfare financing for full and part time employees, respectively, effective 4/1/86; $1,000 maximum (was $800) dental benefits; see CWD March 1985.
Bradlees Merchantile, Div. of Stop and Shop Connecticut United Food and Commercial Workers—2,800	15 cents 4/6/86	Deferred increase negotiated 8/18/85 (CWD Oct. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Magruders Food Stores Washington, DC area United Food and Commercial Workers—1,000	25 cents (average) 4/1/86	Deferred increase negotiated 5/14/85 (CWD July 1985).
Kroger and Safeway Stores Dallas-Ft. Worth, TX, area United Food and Commercial Workers—11,000	25 cents 4/27/86	Deferred increase negotiated 2/3/84 (CWD June 1984); see CWD Oct. 1985.
Eagle Food Stores (formerly listed as part of chain food stores) Davenport, IA; Moline and Rock Island, IL. United Food and Commercial Workers—1,150	10 percent decrease 7/28/85	32-month agreement negotiated 7/28/85 provided: no other wage changes over the life of contract; $1 hour (was time and one half) premium pay for Sunday; 9 personal holidays (was 11); see CWD July 1984.
Independent food stores Illinois and Indiana United Food and Commercial Workers—2,200	35-50 cents decrease 2/2/86	43-month agreement negotiated 1/2/86 also provided: wage reopeners on 2/28/87 and 3/1/88; benefit levels maintained except for loss of two personal days (one will be restored in 2/87), and loss of some sick leave benefits; see CWD August 1984.
Spiegel, Inc. Chicago, IL Teamsters (Ind.)—2,750	40 cents hour plus $50 settlement bonus 3/1/86	3-year agreement negotiated 3/12/86 also provided: 35 cents on 3/1/87 and 40 cents on 3/1/88; annual cost-of-living clause maintained providing 1 cent for every 0.4 point change in BLS-CPI-W (1967 = 100); $10 month (was $8) pension for every year of credited service; $500,000 maximum (was $150,000) major medical; job security clause protecting against plant closure through 3/89; see CWD April 1985.
Northern Minnesota and Northern Wisconsin Food Merchants Minnesota and Wisconsin United Food and Commercial Workers—1,300	2 to 3 percent 4/14/86	Deferred increase negotiated 4/14/85 (CWD May 1985).
Chain and independent food stores (grocery and meat depts.) Minneapolis, MN United Food and Commercial Workers—8,600	See next column 3/1/86	3-year agreement negotiated 3/2/86 provided: no wage increase first year, 3 percent on 3/1/87, and 3 percent lump sum payment based on 1987 gross pay on 3/1/88; $800 month (was $600) pension; $1,000 maximum dental (was $500); see CWD Mar. 1985.
Greater Seattle Retail Drug Assn., Inc. King and Snohomish counties, WA United Food and Commercial Workers—1,900	See next column 2/1/86	3-year agreement negotiated 3/3/86 provided: no wage change first 2 years, 20 cents on 2/1/88; benefits levels maintained; see CWD Feb. 1985.
Restaurant-Hotel Employees Council of Southern California Southern California Hotel Employees and Restaurant Employees—8,000	3.9 percent (average) 4/1/86	Deferred increase negotiated 4/29/85 (CWD June 1985).
Long Beach and Orange County Restaurant Assn. Long Beach, CA Hotel Employees and Restaurant Employees—2,000	4 percent 3/1/86	3-year agreement negotiated 3/7/86 also provided: 4 percent on both 3/1/87 and 3/1/88; benefit levels maintained; see CWD Mar. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FINANCE, INSURANCE, AND REAL ESTATE		
Metropolitan Life Insurance Co. National Food and Commercial Workers —3,000	See next column 4/86	Deferred wage and benefit increase of $36 a week (over pre-contract rates) negotiated 4/84 (CWD May 1984).
Hospital Service Plan of New Jersey and Medical Service Plan of Newark, New Jersey Newark, NJ Office and Professional Employees—2,200	See next column 5/1/86	Deferred increase negotiated 5/85 (CWD July 1985) of 6.5 percent but only to extent salary range maximum not exceeded - any amount above maximum provided as lump-sum payment not added to base rates.
SERVICES		
Associated Press National Wire Service Guild—1,390	3.5 percent 12/3/85	1-year agreement ratified 2/19/86 also provided for experimental 4-day week with no reduction in weekly work hours (most employees work 37.5 hours a week); experimental job sharing; and temporary reductions in employee contributions to health fund because of overfunding; no recent listing.
Film Exchange Agreement National Theatrical Stage Employees—1,200	4 percent 4/1/86	Deferred increase negotiated 11/85 (CWD Jan. 1986).
Brigham and Woman's Hospital (registered nurses) Boston, MA Massachusetts Nurses Association —1,400	5 percent Retroactive to 10/1/85	2-year agreement negotiated 2/86 also provided: 5 percent pay increase 10/1/86; and $1 (was 95 cents) an hour evening shift differential and $1.25 (was $1) night differential effective 1st contract year for employees permanently working such shifts only; see CWD Nov. 1984.
Metropolitan Garage Owners Assn. New York, NY area Teamsters (Ind.)—3,000	$22.50 a week 2/6/86	3-year agreement negotiated 2/86 also provided: $22.50 a week on 2/6/87 and 2/6/88; 8 (was 7) days paid sick leave 2/6/86; 6 of 12 existing holidays to be designated (rather than discretionary); increases in employer payment to health and welfare fund of 20 cents per work hour 2/6/86, 12 cents hour 2/6/87, and 10 cents hour 2/6/88; $450 (was $428) monthly pension benefit 2/6/86, increasing to $475 month 2/6/87, and $500 2/6/88, plus $25 increase 2/6/86 in monthly pension of those already retired; and liberalized bereavement provisions; see CWD Feb. 1985.
Teachers Paterson, NJ Paterson Education Association (NEA-I)—1,800	See next column 10/22/85	3-year agreement negotiated 10/22/85 provided: State legislation increased annual salary per teacher by $8,000-$11,000 (to be distributed evenly during the contract term); established tuition reimbursement; effective 7/1/87, liberalized sick leave buy-back at retirement, providing 1 day's pay for every 2 days accumulated (was 2 days' pay for 5 days); effective 1/1/87, dental and prescription plan coverage for employees and dependants; settlement preceded by 4-day work stoppage; first listing.
Washington Hospital Center (clerical, technical and service workers) Washington, DC Service Employees—1,500	1 percent 4/5/86	Deferred increase negotiated 10/84 (CWD Dec. 1984); see CWD Nov. 1985.
Teachers Lee County, FL National Education Association (Ind.)—2,000	8 to 11 percent depending on salary retroactive to 8/15/85	Negotiated 2/17/86 under a scheduled wage and benefit reopening of a 3-year agreement scheduled to expire on 8/15/87; see CWD Nov. 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Welfare department (general employees) Cuyahoga County, OH State County and Municipal Employees—1,000	4 percent 2/15/86	Deferred increase negotiated 11/25/85 (CWD Feb. 1986).
Teachers Gary, IN American Federation of Teachers—1,400	See next column 3/11/86	2-year agreement negotiated 3/11/86 provided: 4 percent wage increase on 1/1/86, in addition to $250,000 to be distributed among all steps of the salary schedule; effective 1/1/87, 5 percent wage increase; $25,000 life insurance (was $20,000); see CWD Sept. 1985.
County Hospital (service employees) Cook County, IL Service Employees—1,400	No wage change 2/86	Negotiation 2/86 under a wage reopening of a 3-year agreement scheduled to expire on 11/30/87; first listing.
Master Laundry Agreement Michigan Teamsters (Ind.)—1,100	10 cents 5/5/86	Deferred increase negotiated 3/85 (CWD Apr. 1985); see CWD Nov. 1985.
Teachers Cherry Creek, CO Cherry Creek Education Association (NEA-I)—1,500	3.3 percent 1/1/86	1-year agreement negotiated 2/86 also provided: 1.7 percent on 7/1/86; 185 day school year (was 184); $40 per month district contribution to medical insurance (was $32); $50,000 life insurance for tenured teachers (was $45,000); first listing.
Nevada Resort Ass. (downtown and "The Strip") Las Vegas, NV Hotel Employees and Restaurant Employees—25,000	15 cents 5/2/86	Deferred increase negotiated 5/84 (CWD July 1984); see CWD May 1985.
Affiliated Hospitals of San Francisco San Francisco, CA Service Employees—2,200	See next column 5/1/86	Deferred increase negotiated 5/85 (CWD July 1985) calculated by applying 4 percent to midpoint of salary range and providing workers at each step with same cents-per-hour amount.
Kaiser Permanente hospitals and medical facilities (clerical, technical, and service and maintenance employees) Los Angeles and Orange Cos., CA Service Employees—8,800	5 percent 4/1/86	Deferred increase negotiated 4/84 (CWD May 1984); see CWD Apr. 1985.
Board of Education (clerical) Los Angeles, CA California School Employees Association (Ind.)—4,500	8 percent retroactive to 7/1/85	Negotiated 2/86 under a wage and benefit reopening of a 3-year agreement scheduled to expire on 9/1/86—the parties extended the agreement for 2 years with the following modifications: wage and benefit reopenings on 5/16/86 and 5/16/87 and discontinued attendance incentive program; first listing.
Board of Education (classified) San Juan, CA American Classified School Employees Association (Ind.)—1,700	6 percent retroactive to 7/1/85	Negotiated 2/86 under a wage and benefit reopening of a 2-year agreement scheduled to expire 6/30/86 which also: added a sixth step to the salary schedule; $525 per year miscellaneous health benefit allowance (was $460); first listing.
Teachers San Jose, CA National Education Association (Ind.)—1,400	7.77 percent retroactive to 7/1/85	3-year agreement ratified 2/20/86 also provided: 1.55 percent wage increase retroactive to 1/29/86 and possible wage increases during the 2d and 3d year contingent on school district's revenue; length of school day increased for elemenary teachers as follows: 1-3d grade, 18 minutes 4-5th, 32 minutes; established longevity payments of $1,000 for teachers with 24 years service, $2,000 for 27 years, and $3,000 for 30 years; see CWD Sept. 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Stanford University Medical Center (registered nurses) Palo Alto, CA Committee for Recognition of Nursing Achievements (Ind.)—1,250	4 percent 3/1/86	2-year agreement negotiated 3/86 also provided 4 percent pay increase 3/1/87; one-quarter (was one-half) time on-call pay 3/1/86; and $500 (was $1,000) tuition reimbursement 3/1/86; see CWD Mar. 1985.
Kaiser Foundation Hospitals Richmond, CA Office and Professional Employees—1,200	5 percent 4/1/86	Deferred increase negotiated 4/84 (CWD May 1984); see CWD Apr. 1985.
Yosemite Park and Curry Company Yosemite Park, CA Service Employees—1,200	5 percent approximate 3/20/86	3-year agreement negotiated 3/86 also provided: pay increases of approximately 5 percent on 3/20/87 and 3/20/88; and additional year for employees to reach maximum job rate; see CWD Mar. 1985.
PUBLIC ADMINISTRATION		
Police Boston, MA Police Patrolmen's Association (Ind.)—1,800	5 percent retroactive to 7/1/84	3-year agreement negotiated 2/86 also provided: 4 percent wage increase retroactive to 7/1/85 and 5 percent on 7/1/86; effective 1/1/87, 4 hour minimum at overtime rate court-time pay (was 3 hours); $17 detail pay (was $16) effective 1/1/86; 5 weeks' vacation after 21 years of service effective 1/1/86; first listing.
State employees (professional, scientific, and technical employees) New York Public Employees Federation (Ind.)—51,000	5 percent 4/1/86	Deferred increase negotiated 4/85 (CWD Aug. 1985).
State employees (clerical, administrative, institutional, and blue collar) New York Civil Service Employees Association—104,000	5½ percent 4/1/86	Deferred increase negotiated 4/85 (CWD Aug. 1985).
State employees (troopers) New York New York State Benevolent Society (Ind.)—2,400	5.5 percent 4/1/86	Deferred increase negotiated 9/15/85 (CWD Nov. 1985).
State court employees (clerical, technical) New York State, County and Municipal Employees—1,500	5.5 percent 4/1/86	Deferred increase negotiated 6/85 (CWD Aug. 1985).
General employees Hempstead, NY Civil Service Employees Association—2,400	See next column 3/19/86	2-year agreement negotiated 3/19/86 provided: 6.25 percent across-the-board wage increase and additional 1-2 percent increase for those at the 10th and 13th step of the salary schedule effective 1/1/86; 6 percent general increase on 1/1/87; 13th paid holiday, Martin Luther King Jr's birthday; 1-3 workdays for funeral leave (was calendar days); $130 per month single coverage for health insurance (was $75) and $390 for family (was $225) effective 1/1/86; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
Police San Antonio, TX Police Associations—1,050	4 percent 4/1/86	Deferred increase negotiated 4/9/84 (CWD Aug. 1984); see CWD Nov. 1985.
State employees (technician) Michigan Michigan Employees Association (Ind.)—1,650	2 percent 4/1/86	Deferred increase negotiated 11/84 (CWD Feb. 1985); see CWD Nov. 1985.
State employees (human services support) Michigan Service Employees International —1,200	22 cents 4/1/86	Deferred increase negotiated 12/2/85 (CWD Feb. 1986).
State employees (correctional) Michigan Michigan Correctional Organization (SEIU)—2,600	6 percent 4/1/86	Deferred increase negotiated 1/85 (CWD Feb. 1985); see CWD Nov. 1985.
State employees (security) Iowa State, County and Municipal Employees—1,200	See next column 1/1/86	Correction: wage change was 1 percent on 1/1/86 rather than 10 percent as stated in the Aug. 1985 and Jan. 1986 issues of CWD.
City employees (equipment operators, laborers) Los Angeles, CA Los Angeles City Employees (Ind.)—3,400	5 percent retroactive to 7/1/85	3-year agreement negotiated 2/86 also provided: 5 percent wage increase on 7/1/86 and a wage reopening on 7/1/87; 13½ paid holidays (Martin Luther King's birthday added); first listing.
County employees (general unit, clerical and technical San Mateo County, CA State County and Municipal Employees—1,500 Service Employees International —900	5 percent 1/1/86	2-year agreement negotiated 2/2/86 also provided: 5 percent wage increase on 1/1/87; see CWD July 1984.

Table 1. Work stoppages involving 1,000 workers or more, 1947 to date[1]

Month and year		Number of stoppages: Beginning in month or year	Number of stoppages: In effect during month or year	Workers involved: Beginning in month or year (thousands)	Workers involved: In effect during month or year (thousands)	Days idle: Number (thousands)	Days idle: Percent of estimated working time[2]
1947		270	-	1,629	-	25,720	
1948		245	-	1,435	-	26,127	0.22
1949		262	-	2,537	-	43,420	.38
1950		424	-	1,698	-	30,390	.26
1951		415	-	1,462	-	15,070	.12
1952		470	-	2,746	-	48,820	.38
1953		437	-	1,623	-	18,130	.14
1954		265	-	1,075	-	16,630	.13
1955		363	-	2,055	-	21,180	.16
1956		287	-	1,370	-	26,840	.20
1957		279	-	887	-	10,340	.07
1958		332	-	1,587	-	17,900	.13
1959		245	-	1,381	-	60,850	.43
1960		222	-	896	-	13,260	.09
1961		195	-	1.031	-	10,140	.07
1962		211	-	793	-	11,760	.08
1963		181	-	512	-	10,020	.07
1964		246	-	1,183	-	16,220	.11
1965		268	-	999	-	15,140	.10
1966		321	-	1,300	-	16,000	.10
1967		381	-	2,192	-	31,320	.18
1968		392	-	1,855	-	35,567	.20
1969		412	-	1,576	-	29,397	.16
1970		381	-	2,468	-	52,761	.29
1971		298	-	2,516	-	35,538	.19
1972		250	-	975	-	16,764	.09
1973		317	-	1,400	-	16,260	.08
1974		424	-	1,796	-	31,809	.16
1975		235	-	965	-	17,563	.09
1976		231	-	1,519	-	23,962	.12
1977		298	-	1,212	-	21,258	.10
1978		219	-	1,006	-	23,774	.11
1979		235	-	1,021	-	20,409	.09
1980		187	-	795	-	20,844	.09
1981		145	-	729	-	16,908	.07
1982		96	-	656	-	9,061	.04
1983		81	-	909	-	17,461	.08
1984		62	-	376	-	8,499	.04
1985		54	-	324	-	7,079	.03
1984:	January	6	12	28.0	42.9	505.3	.03
	February	3	13	9.4	42.4	379.5	.02
	March	2	10	3.0	16.5	296.3	.01
	April	7	13	28.5	38.4	657.3	.03
	May	5	15	8.1	39.2	587.6	.03
	June	5	14	23.7	45.9	761.1	.04
	July	8	20	70.8	106.4	1,228.0	.06
	August	5	19	24.2	103.9	1,634.5	.07
	September	10	18	107.9	122.9	731.0	.04
	October	4	16	18.0	39.6	562.1	.03
	November	4	15	12.0	32.3	500.1	.03
	December	3	13	42.5	59.0	655.8	.04
1985:	January	2	9	4.7	16.0	278.3	.01
	February	4	10	29.3	39.6	259.3	.01
	March	4	12	15.2	48.2	698.5	.03
	April	3	8	6.2	14.8	222.1	.01
	May	2	8	6.9	15.1	236.6	.01
	June	2	8	15.7	28.5	454.3	.02
	July	9	13	50.1	56.9	476.5	.02
	August	6	18	15.3	66.8	810.8	.04
	September	11	20	69.5	93.9	863.8	.06
	October	6	20	76.6	119.3	1,428.8	.04
	November	3	13	26.2	47.0	688.2	.04
	December	2	9	8.2	38.0	661.9	.03
1986p:	January	4	7	7.6	12.0	170.0	.01
	February	3	7	24.0	28.4	309.5	.02
	March	3	9	12.3	39.7	411.3	.02

---

[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time: private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in " 'Total Economy' Measure of Strike Idleness," *Monthly Labor Review*, October 1968, pp. 54-56.

p = preliminary.

Table 2. Work stoppages involving 1,000 workers or more during March 1986

Organization involved and location [1]	Beginning date	Ending date	Number of workers[2]	Days of idleness during March
Chicago Tribune Chicago, IL Chicago Pressmen, Mailers, and Typographical Union (Ind.)	7/18/85		(3)	
George A. Hormel Company Austin, MI Food and Commercial Workers	8/10/85		1,300	27,300
Watsonville Canning and Frozen Food Warehouse and Robert A. Shaw Watsonville, CA Teamsters (Ind.)	9/9/85		1,000	21,000
Colt Industries, Firearms Division Hartford, CT Automobile Workers	1/24/86		1,100	23,100
Champion Spark Plug Company Onio; Iowa; Canada and Michigan Automobile Workers	2/1/86		2,300	48,300
National Can Company, American Can Company; Crown, Cork and Seal; Inc.; Continental Can Limited of Canada Nationwide and Canada Steelworkers	2/16/86	3/4/86	13,600	27,200
General Electric Company Lynn, MA Electrical Workers (IUE)	2/21/86	3/30/86	8,100	113,400
Disneyland Hotels Anaheim, CA Hotel and Restaurant	3/2/86		1,100	23,100
Trans World Airlines Nationwide Flight Attendants	3/7/86		6,000	126,000
Southeastern Pennsylvania Transportation Authority Philadelphia, PA Transport Workers	3/17/86	3/20/86	5,200	20,800
Stoppages beginning in March:	3 stoppages		12,300	
Stoppages in effect in March:	9 stoppages		39,700	430,200

---

[1] Labor organizations are affiliated with AFL-CIO except where noted as independent (Ind.).

[2] The number of workers involved is rounded to the nearest hundred.

Less than 1,000 idle.

Major Agreements Expiring in May

Employer and location	Private industry	Labor organization[1]	Number of workers
Homestake Mining Co. (Lead, SD)	Mining	Steelworkers	1,300
Building Trades Employers Association of Westchester and Putnam Counties, N.Y., Inc. (New York)	Construction	Carpenters	1,800
Master Builders Association (Pennsylvania)	Construction	Carpenters	5,000
Kanawha Valley Builders Association (Charleston, WV)	Construction	Laborers	1,400
Independent Employers of Kentucky and Indiana (Interstate)	Construction	Carpenters	1,200
Builders Association of Chicago (Illinois)	Construction	Bricklayers	5,500
Mid-America Regional Bargaining Association (Chicago, IL)	Construction	Carpenters	12,000
Mid-America Regional Bargaining Association and Ceiling and Wall Contractors (Chicago, IL)	Construction	Laborers	7,000
Associated General Contractors, Labor Relations Division and Southwest Michigan Contractors Association (Michigan)	Construction	Carpenters	1,500
Southwest Michigan Contractors Association (Michigan)	Construction	Laborers	1,450
Quad City Builders Association (Illinois and Iowa)	Construction	Laborers	1,100
Associated General Contractors, Oregon–Columbia Chapter (Oregon and Washington)	Construction	Operating Engineers	2,050
Associated General Contractors, Inland Empire Chapter (Interstate)	Construction	Carpenters	2,150
Mid-America Regional Bargaining Association (Chicago, IL)	Construction	Operating Engineers	1,100
Construction Employers of North Central West Virginia (West Virginia)	Construction	Carpenters	1,000
Fox River Valley Contractors Association (Illinois)	Construction	Laborers	1,000
Associated General Contractors and others (Boston, MA)	Construction	Carpenters	3,000
Associated General Contractors (Alabama)	Construction	Various unions	1,950
Associated General Contractors and others (Chicago, IL)	Construction	Laborers	6,000
Michigan Road Builders Association (Michigan)	Construction	Laborers	4,000
Michigan Road Builders Association (Michigan)	Construction	Teamsters (Ind.)	1,000
Associated General Contractors, Idaho Branch (Idaho)	Construction	Various unions	2,050
Associated General Contractors, Oregon–Columbia Chapter (Oregon and Washington)	Construction	Carpenters	3,000
Associated General Contractors, Western and Central Washington (Washington)	Construction	Carpenters	14,000
Associated General Contractors, Inland Empire Chapter (Interstate)	Construction	Laborers	1,000
Associated General Contractors, Seattle and Tacoma Chapters (Washington)	Construction	Laborers	7,000
Associated General Contractors, Inland Empire Chapter (Interstate)	Construction	Operating Engineers	1,000
Associated General Contractors, Seattle and Tacoma Chapters (Washington)	Construction	Operating Engineers	2,500
Underground Contractors Association (Chicago, IL)	Construction	Laborers	1,600
Michigan Road Builders Association (Saginaw, MI)	Construction	Carpenters	1,200
National Electrical Contractors Association (White Plains, NY)	Construction	Electrical Workers (IBEW)	1,300
Sheet Metal Contractors Association (Chicago, IL)	Construction	Sheet Metal Workers	4,000
Associated Steel Erectors (Chicago, IL)	Construction	Iron Workers	1,750
Concrete Contractors Association (Chicago, IL)	Construction	Plasterers and Cement Masons	1,300
Plumbing Contractors Association (Chicago, IL)	Construction	Plumbers	2,500
Mid-America Regional Bargaining Association and Illinois Road Builders (Chicago, IL)	Construction	Teamsters (Ind.)	1,050
Mechanical Contractors Association (Chicago, IL)	Construction	Plumbers	8,000
Painting and Decorating Contractors Association (Michigan)	Construction	Painters	1,300
National Electrical Contractors Association (St. Louis, MO)	Construction	Electrical Workers (IBEW)	2,250
Mechanical Contractors Association, pipefitters (St. Louis, MO)	Construction	Plumbers	1,500

See footnotes at end of table.

Continued—Major Agreements expiring in May

Employer and location	Private industry	Labor organization[1]	Number of workers
National Electrical Contractors Association (Cincinnati, OH)	Construction	Electrical Workers (IBEW)	1,250
Chicago Roofing Contractors Association (Illinois)	Construction	Roofers	1,600
National Electrical Contractors Association (Los Angeles, CA)	Construction	Electrical Workers (IBEW)	6,000
National Electrical Contractors Association, Orange County (California)	Construction	Electrical Workers (IBEW)	1,200
National Electrical Contractors Association (San Francisco, CA)	Construction	Electrical Workers (IBEW)	2,400
National Electrical Contractors Association (Colorado)	Construction	Electrical Workers (IBEW)	1,600
Sheet Metal and Air Conditioning Contractors Association (Washington)	Construction	Sheet Metal Workers	1,400
Mechanical Contractors Association and Air Conditioning Contractors (Cincinnati, OH)	Construction	Plumbers	1,100
Associated General Contractors, commercial agreement (Columbus, OH)	Construction	Carpenters	2,000
Associated General Contractors, residential agreement (Columbus, OH)	Construction	Carpenters	1,000
California and Hawaiian Sugar Co. (California)	Food products	Seafarers	1,000
Wholesale Bakers Group (California)	Food products	Bakery, Confectionery and Tobacco Workers	1,600
Entenmann's (New York)	Food products	Bakery, Confectionery and Tobacco Workers	1,250
Cone Mills Corp., White Oak plant (Greensboro, NC)	Textiles	Clothing and Textile Workers	2,100
Potlatch Corp. (Idaho)	Lumber	Woodworkers	2,300
Roseburg Lumber Co. (Oregon)	Lumber	Various unions	2,800
Williamette Industries, Inc. (Portland, OR)	Lumber	Various unions	1,400
American Forest Products (California)	Lumber	Various unions	1,800
Western States Wood Products Employers Association (Interstate)	Lumber	Various unions	36,000
Champion International Corp. (Pasadena, TX)	Paper	Paperworkers	1,100
Hudson Pulp and Paper Co. (Palatka, FL)	Paper	Paperworkers	1,500
International Paper Co., multiple mill group (Interstate)	Paper	Paperworkers	6,000
Scott Paper Co., Southern division (Mobile, AL)	Paper	Paperworkers	2,500
Union Camp Corp. (Savannah, GA)	Paper	Paperworkers	1,700
Kimberly–Clark Corp. (Neenah, WI)	Paper	Paperworkers	1,300
American Enka Co. (Enka, NC)	Chemicals	Textile Workers	1,100
Owens–Corning Fiberglas Corp. (Aiken, SC)	Stone, clay, and glass products	Teamsters (Ind.)	1,250
Aluminum Co. of America (Interstate)	Primary metals	Aluminum, Brick and Glass Workers	10,000
Aluminum Co. of America (Interstate)	Primary metals	Steelworkers	10,000
Reynolds Metals Co. (Interstate)	Primary metals	Steelworkers	7,900
Reynolds Metals Co. (Interstate)	Primary metals	Aluminum, Brick and Glass Workers	7,500
Ormet Corp. (Hannibal, OH)	Primary metals	Steelworkers	1,000
Aluminum Co. of America (Interstate)	Primary metals	Various unions	1,200
Sunstrand Corp. (Rockford, IL)	Machinery	Auto Workers	1,000
Leviton Manufacturing Co. (Rhode Island)	Electrical products	Electrical Workers (IBEW)	1,500
Maytag Co. (Iowa)	Electrical products	Auto Workers	1,650
White–Westinghouse Corp. (Interstate)	Electrical products	Electrical Workers (IUE)	2,300
United Airlines, flight attendants (Interstate)[2]	Air transportation	Air Line Pilots	8,500
Boston Edison Co. (Massachusetts)	Utilities	Utility Workers	1,650
Niagara Mohawk Power Corp. (New York)	Utilities	Electrical Workers (IBEW)	8,000
Houston Lighting and Power Co. (Texas)	Utilities	Electrical Workers (IBEW)	4,500
Washington Gas Light Co. (Washington, DC)	Utilities	International Union of Gas Workers (Ind.)	2,000
Panhandle Eastern Pipeline Co. (Kansas City, MO)	Utilities	Oil, Chemical and Atomic Workers	1,400
P and C Supermarkets (New York)	Retail trade	Food and Commercial Workers	3,000
Allied Employers, Inc., grocery (Puget Sound, WA)	Retail trade	Food and Commercial Workers	8,000
Food Employers Council (Las Vegas, NV)	Retail trade	Food and Commercial Workers	3,100
Santa Clara City Hospitality Association (California)	Restaurants	Hotel Employees and Restaurant Employees	4,000
Minneapolis Hotels and Motels (Minnesota)	Hotels	Hotel Employees and Restaurant Employees	2,000
Sacramento and vicinity hotel and motel agreement (California)	Hotels	Hotel Employees and Restaurant Employees	2,600

---

[1] Affiliated with AFL–CIO except where noted as independent (Ind.).

[2] Information is from newspaper reports.

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars are current earnings adjusted for price changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance, and Social Security.

The index covers all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981 = 100), for most of the current series. Compensation indexes begin in December 1979 for white-collar, blue-collar, and service workers, for goods-producing and service-producing industries, for manufacturing and nonmanufacturing, and for workers by bargaining status and by area size. Within the bargaining status series, compensation data for goods-producing and service-producing industries and for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during the reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those deferred from earlier negotiations, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for compensation). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Data relate to the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective date of

agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while compensation changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover or establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.33	$8.58
1977 dollars	5.18	5.25	5.29	5.14	4.89	4.83	4.83	4.89	4.91	4.89
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	175.45	189.00	203.70	219.91	235.10	255.20	267.26	280.70	294.05	301.16
1977 dollars	186.85	189.00	189.31	183.41	172.74	170.13	168.09	171.26	173.48	171.60
Indexes										
Average hourly compensation:										
All persons, business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	119.1	131.5	143.7	154.9	161.9	168.2	175.1
1977 dollars	98.7	100.0	100.8	99.4	96.7	95.7	97.3	98.5	98.2	98.6
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	118.7	130.0	143.3	154.4	161.7	167.5	173.6
1977 dollars	98.0	100.0	100.8	99.1	96.3	95.5	96.9	98.3	97.7	97.8
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.7	165.5
1977 dollars	99.0	100.0	100.5	97.4	93.5	92.6	93.4	94.8	94.9	94.4

[1] Production or nonsupervisory workers.

r = revised.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1985										1986		
	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.p	Jan.	Feb.p	Mar.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$8.52	$8.54	$8.53	$8.56	$8.54	$8.54	$8.68	$8.65	$8.68	$8.73	$8.73	$8.74	8.74
1977 dollars	4.90	4.89	4.87	4.87	4.86	4.85	4.91	4.89	4.88	4.90	4.88	4.91	–
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	298.20	298.05	298.55	303.02	301.46	302.32	305.54	303.62	302.93	308.17	303.80	301.53	304.15
1977 dollars	171.68	170.80	170.50	172.56	171.48	171.68	173.01	171.54	170.47	172.93	170.01	169.30	–
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	164.3	164.7	164.8	165.2	165.1	165.1	167.0	166.5	167.3	168.5	168.2	168.7	168.7
1977 dollars	94.6	94.4	94.1	94.1	93.9	93.8	94.6	94.1	94.1	94.5	94.1	94.7	–
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$8.52	$8.54	$8.55	$8.59	$8.57	$8.60	$8.65	$8.64	$8.67	$8.74	$8.67	$8.71	$8.74
1977 dollars	4.90	4.89	4.89	4.90	4.88	4.89	4.91	4.89	4.88	4.90	4.84	4.89	–
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	299.90	298.90	300.11	301.51	299.95	301.86	303.62	303.26	303.45	306.77	305.18	303.98	305.90
1977 dollars	172.46	171.19	171.69	172.00	170.81	171.61	172.32	171.62	170.86	171.96	170.49	170.58	–
Indexes													
Average hourly compensation (quarterly data):													
All persons, business sector:													
Current dollars (1977 = 100)	–	–	174.3	–	–	176.1	–	–	177.6	–	–	–	–
1977 dollars	–	–	98.5	–	–	98.9	–	–	98.7	–	–	–	–
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	–	–	173.0	–	–	174.2	–	–	175.6	–	–	–	–
1977 dollars	–	–	97.8	–	–	97.9	–	–	97.6	–	–	–	–
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	164.4	164.8	164.9	165.7	165.4	165.7	166.7	166.7	167.1	168.4	167.4	168.4	168.8
1977 dollars	94.5	94.4	94.3	94.5	94.2	94.2	94.6	94.1	94.1	94.4	93.5	94.5	–

[1] Production or nonsupervisory workers.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1965
In dollars											
Average hourly earnings, private nonfarm economy	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.33	$8.58
Mining	5.95	6.46	6.94	7.67	8.49	9.17	10.04	10.77	11.28	11.63	11.95
Contract construction	7.31	7.71	8.10	8.66	9.27	9.94	10.82	11.63	11.94	12.12	12.26
Manufacturing	4.83	5.22	5.68	6.17	6.70	7.27	7.99	8.49	8.83	9.18	9.52
Transportation and public utilities	5.88	6.45	6.99	7.57	8.16	8.87	9.70	10.32	10.79	11.11	11.38
Wholesale trade	4.73	5.03	5.39	5.88	6.39	6.96	7.56	8.09	8.55	8.96	9.26
Retail trade	3.36	3.57	3.85	4.20	4.53	4.88	5.25	5.48	5.74	5.88	5.97
Finance, insurance and real estate	4.06	4.27	4.54	4.89	5.27	5.79	6.31	6.78	7.29	7.62	7.93
Services	4.02	4.31	4.65	4.99	5.36	5.85	6.41	6.92	7.31	7.64	7.95
Indexes, 1977 = 100											
Hourly Earnings Index, private nonfarm economy[1]	86.7	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.7	165.5
Mining	85.4	92.5	100.0	112.2	122.9	134.2	148.2	158.9	166.7	173.8	178.8
Contract construction	90.3	95.1	100.0	106.7	114.1	121.9	132.0	141.2	145.6	148.0	149.8
Manufacturing	85.9	92.5	100.0	108.3	117.6	129.4	141.9	152.4	157.9	162.8	168.6
Transportation and public utilities	84.3	92.2	100.0	108.2	116.8	127.2	139.4	148.8	156.6	161.7	166.0
Wholesale trade	87.7	93.3	100.0	109.1	118.6	129.0	139.9	149.7	158.2	165.7	171.2
Retail trade	87.0	92.7	100.0	109.1	117.7	127.2	137.0	143.4	150.2	153.9	156.1
Finance, insurance, and real estate	89.2	94.0	100.0	107.6	116.0	127.0	138.1	148.3	158.7	165.6	171.7
Services	86.5	92.9	100.0	107.4	115.1	125.5	137.3	147.9	156.0	162.9	169.3

[1] Production or nonsupervisory workers.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1985										1986		
	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.p	Mar.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$8.52	$8.54	$8.53	$8.56	$8.54	$8.54	$8.68	$8.65	$8.68	$8.73	$8.73	$8.74	$8.74
Mining	11.91	11.93	11.86	11.99	11.88	11.95	12.00	11.95	12.02	12.22	12.18	12.26	12.24
Contract construction	12.22	12.21	12.19	12.12	12.16	12.22	12.40	12.36	12.22	12.42	12.29	12.30	12.20
Manufacturing	9.45	9.48	9.48	9.50	9.53	9.48	9.55	9.54	9.61	9.72	9.68	9.68	9.71
Transportation and public utilities	11.24	11.27	11.24	11.32	11.35	11.40	11.52	11.46	11.57	11.60	11.58	11.60	11.60
Wholesale trade	9.19	9.24	9.24	9.28	9.27	9.25	9.33	9.25	9.32	9.41	9.38	9.41	9.39
Retail trade	5.97	5.96	5.97	5.94	5.93	5.91	5.99	5.97	6.00	6.02	6.05	6.06	6.05
Finance, insurance, and real estate	7.87	7.85	7.83	7.95	7.87	7.90	8.03	8.00	8.05	8.14	8.13	8.24	8.25
Services	7.87	7.89	7.88	7.91	7.86	7.87	8.04	8.04	8.10	8.16	8.17	8.22	8.21
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	164.3	164.7	164.8	165.2	165.1	165.1	167.0	166.5	167.3	168.5	168.2	168.7	168.7
Mining	177.8	178.6	177.9	178.9	178.8	178.8	179.3	178.7	180.0	181.7	180.8	180.5	179.6
Contract construction	148.8	149.2	149.3	148.4	148.9	149.8	151.8	151.2	149.0	151.0	149.3	149.2	148.1
Manufacturing	167.3	167.9	168.2	168.5	169.1	168.6	169.3	169.3	170.2	171.3	171.3	171.5	171.9
Transportation and public utilities	164.8	164.5	164.2	165.1	165.0	165.9	168.3	167.5	169.3	169.9	169.1	169.6	169.4
Wholesale trade	169.6	170.7	170.7	171.3	171.1	170.7	172.3	171.0	172.2	173.9	173.1	173.6	173.3
Retail trade	155.8	156.1	156.6	156.0	155.7	155.3	157.3	156.4	156.9	157.6	157.8	158.2	158.3
Finance, insurance, and real estate	170.3	170.0	169.8	172.1	170.5	171.2	173.8	173.0	174.2	176.0	175.6	178.1	178.3
Services	167.4	168.0	167.8	168.8	167.8	168.2	171.5	171.1	172.4	173.6	173.5	174.6	174.6
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$8.52	$8.54	$8.55	$8.59	$8.57	$8.60	$8.65	$8.64	$8.67	$8.74	$8.67	$8.71	8.74
Mining[2]	11.91	11.93	11.86	11.99	11.88	11.95	12.00	11.95	12.02	12.22	12.18	12.26	12.24
Contract construction	12.22	12.26	12.25	12.23	12.23	12.26	12.30	12.26	12.28	12.36	12.19	12.24	12.20
Manufacturing	9.43	9.48	9.49	9.51	9.53	9.56	9.56	9.58	9.61	9.66	9.62	9.66	9.69
Transportation and public utilities	11.27	11.30	11.31	11.40	11.36	11.41	11.49	11.44	11.50	11.55	11.52	11.59	11.65
Wholesale trade	9.23	9.22	9.24	9.32	9.27	9.27	9.32	9.26	9.34	9.41	9.31	9.39	9.43
Retail trade	5.95	5.94	5.96	5.94	5.95	5.96	6.00	5.99	6.00	6.06	6.00	6.01	6.03
Finance, insurance, and real estate[2]	7.87	7.85	7.83	7.95	7.87	7.90	8.03	8.00	8.05	8.14	8.13	8.24	8.25
Services	7.86	7.88	7.89	7.97	7.94	7.97	8.03	8.03	8.08	8.13	8.07	8.16	8.20
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	164.4	164.8	164.9	165.7	165.4	165.7	166.7	166.4	167.1	168.4	167.4	168.4	168.8
Mining[2]	177.8	178.6	177.9	178.9	178.8	178.8	179.3	178.7	180.0	181.7	180.8	180.5	179.6
Contract construction	149.9	150.4	150.0	149.3	149.1	149.4	150.0	149.4	148.9	150.4	149.2	150.1	149.1
Manufacturing	167.4	167.9	168.4	168.6	169.0	169.3	169.1	169.4	170.1	170.8	170.8	171.4	172.0
Transportation and public utilities	165.4	165.0	165.0	166.6	166.0	166.1	167.3	167.0	168.1	169.2	168.3	169.1	170.1
Wholesale trade[2]	169.9	170.7	170.7	171.3	171.1	170.8	172.3	171.0	172.2	173.9	173.1	173.6	173.3
Retail trade	155.5	155.6	155.9	155.9	155.8	155.3	157.2	156.7	157.4	158.9	157.1	157.7	158.2
Finance, insurance, and real estate[2]	170.3	170.0	169.8	172.1	170.5	171.2	173.8	173.0	174.2	176.0	175.6	178.1	178.3
Services	167.2	167.8	167.6	169.8	169.0	169.6	171.5	171.1	172.1	173.4	171.8	173.5	174.5

[1] Production or nonsupervisory workers.

[2] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1983	1984				1985				1986
	IV	I	II	III	IV	I	II	III	IV	I
Average hourly compensation:										
All persons, business sector	3.7	3.7	3.7	4.3	3.8	3.8	4.1	4.1	4.2	–
All employees, nonfarm business sector:										
Current dollars	3.7	3.4	3.5	3.9	3.6	3.7	3.7	3.6	3.6	–
1977 dollars	0.4	–1.0	–0.7	–0.3	–0.4	0.1	0.0	0.2	0.0	–
Average hourly earnings, private nonfarm economy[1]	4.4	4.2	4.1	4.0	3.4	3.1	3.1	2.9	3.1	2.6
Mining[2]	3.9	3.5	3.7	3.2	2.0	2.7	2.6	2.5	3.7	2.8
Contract construction	1.5	1.1	1.8	1.7	1.4	1.5	1.0	1.0	1.1	–.2
Manufacturing	4.3	4.3	4.1	4.0	3.8	3.7	3.9	3.6	3.3	2.7
Transportation and public utilities	3.8	3.1	2.9	3.4	2.4	2.2	2.3	2.4	2.7	3.0
Wholesale trade	5.5	5.1	4.9	4.9	4.3	4.2	4.0	3.1	2.6	2.2
Retail trade	4.2	3.4	2.7	1.9	1.8	1.7	1.4	1.5	1.6	1.3
Finance, insurance, and real estate[2]	6.2	4.9	4.5	4.9	4.0	3.9	3.9	3.8	4.4	4.7
Services	4.9	4.7	4.5	4.5	4.2	3.8	4.0	3.9	4.3	4.4
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	4.0	3.8	3.5	3.4	3.1	3.1	3.1	2.9	3.0	2.7
1977 dollars	1.0	–.1	5	–.1	–.4	–.4	–1.0	–.2	–.2	–
Mining[2]	4.2	4.3	4.6	4.4	3.9	3.7	3.1	2.4	2.4	1.4
Contract construction	2.0	1.6	2.0	1.7	1.3	1.8	1.2	1.1	1.0	–.3
Manufacturing	2.8	2.8	3.2	3.4	3.3	3.7	3.8	3.5	3.3	2.7
Transportation and public utilities	4.3	3.5	3.3	3.4	2.9	2.6	2.6	2.7	3.0	2.9
Wholesale trade[2]	5.5	5.2	4.8	4.7	4.2	4.0	3.8	2.9	2.5	2.1
Retail trade	4.4	3.6	2.8	1.9	1.7	1.5	1.3	1.5	1.8	1.6
Finance, insurance, and real estate[2]	5.9	4.7	4.4	4.6	3.6	3.3	3.5	3.4	4.2	4.6
Services	4.8	4.6	4.4	4.4	4.0	3.7	3.9	3.8	4.2	4.3
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	5.8	5.7	5.1	4.7	3.5	2.6	2.3	2.3	2.7	2.3
1977 dollars	2.8	1.9	2.0	1.1	–.1	–.9	–1.7	–.8	–.5	–

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

r = revised.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1983			1984				1985				1986
	II	III	IV	I	II	III	IV	I	II	III	IV	I
Average hourly compensation:												
All persons, business sector	3.4	1.5	5.1	4.9	3.3	4.1	3.1	4.8	4.4	4.2	3.4	–
All employees, nonfarm business sector:												
Current dollars	3.0	1.9	4.3	4.4	3.5	3.5	3.1	4.7	3.6	2.8	3.2	–
1977 dollars	−1.2	−2.2	0.0	−0.7	−0.1	−0.4	−0.5	1.4	−0.4	0.2	−1.1	–
Average hourly earnings, private nonfarm economy[1]	4.1	3.4	5.2	4.0	3.6	3.1	2.7	2.9	3.7	2.2	3.6	1.1
Mining[2]	.1	3.0	3.8	6.2	1.7	.9	−.7	9.0	1.2	.6	4.1	5.6
Contract construction	−.2	.7	2.4	1.7	2.5	.4	.9	2.1	.5	.5	1.2	−2.9
Manufacturing	3.6	3.9	5.1	4.5	3.0	3.5	4.3	4.1	3.7	2.4	2.8	1.7
Transportation and public utilities	3.5	.7	5.0	3.0	2.8	2.8	1.2	1.9	3.4	3.0	2.7	2.9
Wholesale trade	5.9	4.6	6.4	3.7	4.8	4.6	4.2	3.4	3.8	1.2	2.2	1.7
Retail trade	4.6	4.3	3.3	1.6	1.6	1.1	2.7	1.1	.7	1.6	3.2	−.2
Finance, insurance and real estate[2]	3.6	1.8	7.5	6.8	2.1	3.2	4.1	6.2	2.1	2.9	6.7	7.3
Services	5.7	4.1	4.8	4.4	4.9	4.1	3.5	2.8	5.8	3.4	5.1	3.2
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	3.6	2.9	4.3	3.6	3.3	2.6	3.0	3.5	3.2	2.0	3.3	2.3
1977 dollars	−.7	−1.1	.9	.8	1.5	−3.3	−.5	.7	−.7	.3	−.5	–
Mining[2]	2.5	5.1	4.5	5.0	3.6	4.2	2.6	4.4	1.4	1.2	2.6	.1
Contract construction	.5	.2	2.4	3.3	2.1	−.8	.6	5.2	−.1	−1.2	.3	−1.2
Manufacturing	1.7	2.2	3.5	3.9	3.2	3.0	3.3	5.2	3.5	2.0	2.3	3.4
Transportation and public utilities	3.8	1.5	4.9	3.9	2.8	2.0	2.9	2.7	2.9	2.3	4.0	2.6
Wholesale trade[2]	5.2	4.8	6.3	4.5	3.8	4.4	4.0	3.9	2.7	1.2	2.3	2.2
Retail trade	5.7	4.0	3.5	1.4	2.3	.6	2.5	.5	1.7	1.2	3.6	[3]
Finance, insurance, and real estate[2]	3.1	2.3	6.9	6.7	2.0	2.9	3.0	5.4	2.5	2.8	6.2	6.9
Services	5.9	4.3	5.2	3.2	5.0	4.2	3.6	2.1	5.7	3.8	5.2	2.5
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	6.1	4.2	6.8	5.6	4.0	2.3	2.0	2.1	2.9	2.2	3.6	.7
1977 dollars	1.7	.2	3.5	2.3	2.2	−3.6	−1.5	−.7	−1.0	−.1	−.2	–

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

3 Less than .05 percent

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.
p = preliminary.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985										1986		
	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.p	Mar.p
Average hourly earnings, private nonfarm economy[1]	3.3	2.9	3.1	3.2	2.6	3.0	3.0	3.1	3.0	3.2	2.7	2.6	2.6
Mining[2]	2.3	2.3	2.1	3.2	2.1	2.8	2.4	3.2	3.4	4.4	2.7	3.0	2.8
Contract construction	1.2	1.3	.9	.7	.8	1.0	1.2	1.0	1.0	1.3	−.1	−.2	−.2
Manufacturing	3.6	3.9	3.9	3.8	3.7	3.7	3.5	3.2	3.2	3.3	2.6	2.7	2.8
Transportation and public utilities	2.2	2.1	2.3	2.6	1.8	2.5	2.8	2.5	2.9	2.8	2.8	3.0	3.2
Wholesale trade	4.4	3.7	4.1	4.3	3.2	3.2	3.0	2.8	2.8	2.4	2.4	2.1	2.2
Retail trade	1.7	1.4	1.7	1.2	1.2	1.5	1.9	1.5	1.2	2.2	1.4	1.2	1.3
Finance, insurance, and real estate[2]	4.4	3.0	3.7	4.9	3.6	4.4	3.5	4.3	4.4	4.6	4.6	4.7	4.8
Services	4.1	3.5	4.0	4.6	3.5	4.0	4.0	4.3	4.4	4.1	4.3	4.5	4.3
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	3.2	2.9	3.1	3.2	2.7	3.0	3.0	3.0	3.0	3.1	2.7	2.7	2.7
1977 dollars	−.7	−1.3	−.9	−.8	−1.1	(3)	.4	.1	−.3	−.5	−.9	−.3	–
Mining	3.2	3.2	3.0	3.1	2.5	2.7	2.0	2.3	2.2	2.7	1.9	1.2	1.1
Contract construction	1.7	1.7	1.1	−.8	−.7	1.1	1.4	1.1	.9	1.1	(3)	−.5	−.5
Manufacturing	3.7	3.8	3.8	3.7	3.7	3.5	3.4	3.2	3.3	3.3	2.7	2.7	2.7
Transportation and public utilities	2.9	2.4	2.6	2.9	2.2	2.8	3.1	2.5	3.2	3.1	2.9	3.0	2.8
Wholesale trade	4.2	3.5	3.9	3.9	3.0	3.1	2.7	2.6	2.6	2.4	2.3	2.0	2.0
Retail trade	1.5	1.1	1.6	1.2	1.1	1.4	2.0	1.7	1.4	2.1	1.7	1.5	1.7
Finance, insurance, and real estate	3.7	2.6	3.4	4.4	3.1	4.0	3.3	4.0	4.2	4.4	4.4	4.6	4.7
Services	4.0	3.5	3.7	4.4	3.3	4.0	4.0	4.3	4.3	4.0	4.2	4.4	4.3
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	3.3	1.7	2.6	2.7	1.8	2.7	2.4	2.8	2.4	2.9	3.0	2.0	2.0
1977 dollars	−.6	−2.3	−1.3	−1.3	−1.9	−.2	−.2	(3)	−.9	−.6	−.7	−.9	–

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985										1986		
	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.p	Mar.p
Average hourly earnings, private nonfarm economy[1]	2.9	3.9	3.1	2.9	3.1	2.6	3.1	2.4	2.8	3.5	2.3	2.6	2.1
Mining[2]	3.3	6.1	4.0	5.0	.3	.8	1.5	.3	2.7	3.9	5.1	5.3	4.0
Contract construction	1.2	2.0	1.5	.5	.5	-.2	1.3	0.0	.5	2.1	-.7	-.3	-1.6
Manufacturing	4.2	4.4	3.9	3.5	3.2	3.2	2.8	2.1	2.5	3.2	1.9	2.1	2.7
Transportation and public utilities	1.6	2.5	2.3	3.1	2.7	2.9	3.9	2.5	3.4	2.6	2.8	3.2	2.5
Wholesale trade	4.0	4.7	3.3	2.8	4.0	1.5	2.0	.9	2.2	1.9	.9	2.6	2.4
Retail trade	2.0	1.4	1.0	.3	1.0	.7	1.7	1.7	1.3	4.1	1.7	1.7	1.0
Finance, insurance, and real estate[2]	2.9	4.7	3.1	4.4	2.6	.8	4.1	3.9	5.7	4.8	6.7	8.8	5.6
Services	3.7	4.7	3.9	4.1	5.2	4.1	4.4	3.8	4.9	4.1	3.3	4.8	4.3
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	3.3	4.0	3.2	2.8	3.0	2.1	2.8	2.0	2.8	3.3	2.5	3.3	2.6
1977 dollars	.7	.7	-.1	-.6	-.5	-1.2	.1	-.5	-5	-.3	-1.4	.7	-
Mining[2]	4.4	1.9	2.3	1.6	.4	1.8	(3)	.2	2.5	3.1	2.2	1.9	.3
Contract construction	2.7	3.7	3.3	.6	-.2	-1.9	.1	-1.4	-1.5	1.6	.2	.9	-1.2
Manufacturing	4.7	4.7	4.5	3.9	3.4	2.9	2.0	1.8	2.0	2.7	2.1	2.5	3.4
Transportation and public utilities	3.9	2.7	2.6	3.1	3.1	2.4	2.3	2.4	3.8	3.1	2.8	3.7	3.3
Wholesale trade[2]	2.5	4.7	3.4	1.8	2.2	.8	2.9	.4	1.8	3.0	2.4	3.3	1.1
Retail trade	1.9	2.1	1.0	.3	1.7	.5	2.2	1.4	1.8	4.0	1.7	2.5	1.3
Finance, insurance, and real estate[2]	2.4	4.5	3.2	4.1	2.7	1.2	2.9	3.6	5.2	4.7	6.1	8.2	5.2
Services	2.9	4.6	3.3	3.8	4.9	4.1	5.2	3.9	5.4	4.2	3.4	4.7	3.5
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	2.3	2.7	2.5	2.3	2.5	2.6	2.5	2.9	2.2	3.5	3.5	1.4	1.5
1977 dollars	-.3	-.6	-.8	-1.2	-1.0	-.6	-.2	.5	-1.0	(3)	-.4	-1.2	-

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than -0.05.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 9. Employment Cost Index by occupation and industry group[1]
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985
Civilian workers[2]	123.9	128.4	129.2	1.2	1.6	0.6	5.2	4.9	4.3
Workers, by occupational group									
White-collar workers	125.5	130.7	131.6	1.2	1.9	.7	5.6	5.5	4.9
Blue-collar workers	120.9	124.4	124.9	1.1	1.1	.4	4.4	4.0	3.3
Service workers	126.8	130.9	131.8	1.8	2.3	.7	6.5	5.1	3.9
Workers, by industry division									
Goods-producing[3]	121.4	124.9	125.5	1.1	.8	.5	4.7	4.0	3.4
Manufacturing	122.0	125.5	126.0	1.3	.7	.4	5.2	4.2	3.3
Service-producing[4]	125.5	130.7	131.5	1.3	2.2	.6	5.6	5.5	4.8
Services	130.9	136.4	137.1	1.6	2.9	.5	6.8	5.9	4.7
Health services	–	–	–	–	1.6	.3	–	–	–
Public administration[5]	128.6	134.2	134.8	1.3	3.0	.4	5.9	5.8	4.8
Nonmanufacturing	124.8	129.7	130.6	1.2	2.0	.7	5.2	5.2	4.6
Private industry workers[6]	122.7	126.8	127.5	1.3	1.3	.6	4.9	4.7	3.9
Workers, by occupational group									
White-collar workers	123.9	128.8	129.8	1.2	1.3	.8	5.1	5.2	4.8
Blue-collar workers	120.6	124.0	124.4	1.1	1.0	.3	4.2	3.9	3.2
Service workers	125.9	128.8	129.5	2.0	1.8	.5	6.6	4.5	3.0
Workers, by industry division									
Goods-producing[3]	121.2	124.6	125.3	1.1	.6	.6	4.6	3.9	3.4
Service-producing[4]	123.9	128.7	129.4	1.4	1.8	.5	5.1	5.3	4.4
State and local government workers	130.1	136.5	137.5	1.0	3.4	.7	6.6	6.0	5.7
Workers, by occupational group									
White-collar workers	131.1	137.6	138.6	1.1	3.5	.7	6.9	6.1	5.7
Blue-collar workers	125.9	131.9	132.7	.7	2.6	.6	5.6	5.5	5.4
Workers, by industry division									
Services	131.3	137.9	139.1	1.1	3.5	.9	7.1	6.2	5.9
Hospitals and other services[7]	129.2	134.1	135.2	1.0	2.0	.8	5.4	4.8	4.6
Health services	–	–	–	–	2.7	.6	–	–	–
Schools	132.0	139.1	140.3	1.1	4.0	.9	7.7	6.5	6.3
Elementary and secondary	133.5	140.9	142.0	1.1	4.7	.8	7.7	6.7	6.4
Public administration[5]	128.6	134.2	134.8	1.3	3.0	.4	5.9	5.8	4.8

– Data not available.

NOTE: See footnotes after table 14.

Table 10. Employment Cost Index for wages and salaries only, by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985
Civilian workers[2]	121.7	126.3	127.0	1.2	1.7	0.6	4.5	5.0	4.4
Workers, by occupational group									
White-collar workers	123.5	128.8	129.8	1.1	1.9	.8	4.7	5.4	5.1
Blue-collar workers	118.2	122.0	122.3	1.0	1.2	.2	3.7	4.3	3.5
Service workers	124.3	128.0	128.6	1.6	2.2	.5	5.9	4.7	3.5
Workers, by industry division									
Goods-producing[3]	118.8	122.5	123.1	1.0	.8	.5	3.8	4.2	3.6
Manufacturing	119.5	123.2	123.8	1.3	.7	.5	4.4	4.4	3.6
Service-producing[4]	123.4	128.6	129.4	1.1	2.2	.6	4.8	5.4	4.9
Services	128.9	134.2	134.8	1.3	2.8	.4	6.3	5.5	4.6
Health services	–	–	–	–	1.4	.2	–	–	–
Public administration[5]	125.7	131.4	132.0	1.0	3.3	.5	5.3	5.6	5.0
Nonmanufacturing	122.6	127.6	128.4	1.1	2.1	.6	4.4	5.2	4.7
Private industry workers[6]	120.6	124.9	125.6	1.2	1.3	.6	4.1	4.8	4.1
Workers, by occupational group									
White-collar workers	122.3	127.3	128.3	1.2	1.4	.8	4.4	5.3	4.9
Blue-collar workers	118.0	121.7	122.0	1.1	1.2	.2	3.6	4.3	3.4
Service workers	123.7	126.3	126.6	2.1	1.5	.2	6.2	4.2	2.3
Workers, by industry division									
Goods-producing[3]	118.7	122.3	122.9	1.0	.7	.5	3.8	4.1	3.5
Service-producing[4]	122.1	127.0	127.8	1.2	1.8	.6	4.4	5.3	4.7
State and local government workers	127.1	133.2	134.2	.8	3.6	.8	5.9	5.6	5.6
Workers, by occupational group									
White-collar workers	128.0	134.3	135.5	.7	3.6	.7	6.1	5.7	5.7
Blue-collar workers	122.5	127.9	128.4	.5	2.7	.4	4.8	4.9	4.8
Workers by industry division									
Services	128.1	134.5	135.6	.7	3.7	.8	6.2	5.7	5.9
Hospitals and other services[7]	125.9	130.2	130.9	.6	1.7	.5	4.4	4.1	4.0
Health services	–	–	–	–	2.6	.3	–	–	–
Schools	128.7	135.8	137.0	.7	4.3	.9	6.7	6.3	6.4
Elementary and secondary	130.2	137.5	138.5	.7	4.9	.7	7.0	6.3	6.4
Public administration[5]	125.7	131.4	132.0	1.0	3.3	.5	5.3	5.6	5.0

– Data not available.

NOTE: See footnotes after table 14.

Table 11. Employment Cost Index, private industry workers,[5] by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985
Private industry workers[1]	122.7	126.8	127.8	1.3	1.3	0.6	4.9	4.7	3.9
Workers, by occupational group									
White-collar workers	123.9	128.8	129.8	1.2	1.3	.8	5.1	5.2	4.8
Excluding sales workers	125.5	129.8	130.4	1.2	1.3	.5	5.6	4.7	3.9
Blue-collar workers	120.6	124.0	124.4	1.1	1.0	.3	4.3	4.2	3.9
Service workers	125.7	128.8	129.5	2.0	1.8	.5	6.6	4.5	3.0
Workers, by industry division									
Goods-producing[3]	121.2	124.6	125.3	1.1	.6	.6	4.6	3.9	3.4
Manufacturing	122.0	125.5	126.0	1.3	.7	.4	5.2	4.2	3.3
Service-producing[4]	123.9	128.7	129.4	1.4	1.8	.5	5.1	5.3	4.4
Transportation and public utilities	–	–	–	–	1.4	.4	–	–	–
Transportation	–	–	–	–	1.4	.0	–	–	–
Public utilities	–	–	–	–	1.7	.9	–	–	–
Wholesale and retail trade	–	–	–	–	1.2	.7	–	–	–
Finance, insurance and real estate	–	–	–	–	1.9	1.6	–	–	–
Services	–	–	–	–	2.3	.3	–	–	–
Health services	–	–	–	–	1.2	.3	–	–	–
Nonmanufacturing	123.1	127.6	128.4	1.2	1.6	.6	4.8	4.9	4.3

– Data not available.

NOTE: See footnotes after table 14.

Table 12. Employment Cost Index for wages and salaries, private industry workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Dec. 1984	Sept. 1965	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1965	Dec. 1984	Sept. 1985	Dec. 1985
Private industry workers[1]	120.6	124.9	125.6	1.2	1.3	0.6	4.1	4.8	4.1
Excluding sales workers	121.5	125.5	125.9	1.3	1.3	.3	4.6	4.6	3.6
Workers, by occupational group									
White-collar workers	122.3	127.3	128.3	1.2	1.4	.8	4.4	5.3	4.9
Excluding sales workers	124.4	128.8	129.4	1.2	1.3	.5	5.1	4.8	4.0
Professional and technical workers	127.3	131.2	131.5	1.7	1.9	.2	5.7	4.8	3.3
Managers and administrators	122.2	127.7	128.4	1.0	.9	.5	5.6	5.5	5.1
Salesworkers	111.6	119.3	122.5	1.0	1.6	2.7	.4	8.0	9.8
Clerical workers	122.9	127.1	127.9	.7	1.2	.6	3.9	4.2	4.1
Blue-collar workers	118.0	121.7	122.0	1.1	1.2	.2	3.6	4.3	3.4
Craft and kindred workers	119.4	123.7	123.8	1.2	1.4	.1	3.5	4.8	3.7
Operatives, except transport	117.9	121.1	121.6	1.1	.8	.4	3.8	3.9	3.1
Transport equipment operatives	114.0	117.7	117.8	.5	1.7	.1	3.4	3.8	3.3
Nonfarm laborers	115.9	118.6	119.8	1.0	.1	1.0	3.4	3.4	3.4
Service workers	123.7	126.3	126.6	2.1	1.5	.2	6.2	4.2	2.3
Workers, by industry division									
Goods-producing[3]	118.7	122.3	122.9	1.0	.7	.5	3.8	4.1	3.5
Construction	114.4	117.3	117.9	.1	.6	.5	1.3	2.6	3.1
Manufacturing	119.5	123.2	123.8	1.3	.7	.5	4.4	4.4	3.6
Durables	119.1	122.7	123.4	1.2	.6	.6	4.1	4.2	3.6
Nondurables	120.2	124.0	124.6	1.3	1.1	.5	4.9	4.6	3.7
Service producing[4]	122.1	127.0	127.8	1.2	1.8	.6	4.4	5.3	4.7
Transportation and public utilities	20.7	124.8	125.2	.7	1.6	.3	3.3	4.1	3.7
Tranportation	–	–	–	–	1.5	-.5	–	–	–
Public utilities	–	–	–	–	1.7	1.0	–	–	–
Wholesale and retail trade	118.1	122.7	123.7	1.4	1.3	.8	5.2	5.3	4.7
Wholesale trade	122.9	127.7	128.3	1.8	.7	.5	5.5	5.8	4.4
Retail trade	116.2	120.8	121.9	1.1	1.6	.9	5.1	5.1	4.9
Finance, insurance, and real estate	115.8	124.1	126.5	.4	2.0	1.9	-.9	7.6	9.2
Services	129.5	133.9	134.1	1.9	2.2	.1	6.2	5.4	3.6
Health services	–	–	–	–	1.0	.2	–	–	–
Nonmanufacturing	121.1	125.9	126.6	1.1	1.6	.6	4.0	5.0	4.5

– Data not available.
NOTE: See footnotes after table 14.

Table 13. Employment Cost Index, private industry workers, by bargaining status, region, and area size[1]
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985	Dec 1984	Sept. 1985	Dec. 1985
Workers, by bargaining status									
Union	123.9	126.5	127.1	1.1	0.8	0.5	4.3	3.2	2.6
Goods-producing[2]	122.9	124.6	125.2	1.2	.6	.5	4.8	2.6	1.9
Service-producing[3]	125.6	129.5	130.2	.9	1.2	.5	3.5	4.0	3.7
Manufacturing	123.2	125.0	125.5	1.3	.6	.4	5.1	2.8	1.9
Nonmanufacturing	124.5	127.8	128.6	.7	.9	.6	3.4	3.4	3.3
Nonunion	121.9	126.8	127.5	1.3	1.4	.6	5.2	5.4	4.6
Goods-producing[2]	119.6	124.4	125.1	1.0	.7	.6	4.4	5.1	4.6
Service-producing[3]	123.3	128.3	129.0	1.6	2.0	.5	5.7	5.7	4.6
Manufacturing	120.8	125.7	126.3	1.3	.7	.5	5.1	5.4	4.6
Nonmanufacturing	122.4	127.3	128.1	1.4	1.8	.6	5.2	5.5	4.7
Workers, by region									
Northeast	123.8	128.8	129.9	1.1	1.9	.9	5.4	5.2	4.9
South	122.2	126.5	127.2	1.2	1.0	6	4.4	4.8	4.1
Midwest (formerly North Central)	120.8	124.2	124.6	.9	1.2	.3	5.3	3.8	3.1
West	124.9	129.1	129.8	2.0	.9	.5	4.1	5.4	3.9
Workers, by area size									
Metropolitan areas	123.2	127.3	128.1	1.4	1.3	.6	4.9	4.8	4.0
Other areas	119.8	123.9	123.9	.7	1.1	.0	4.6	4.1	3.4

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See footnotes to table 14.

See footnotes after table 14.

Table 14. Employment Cost Index for wages and salaries, private industry workers,[1] by bargaining status, region, and area size
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985	Dec. 1984	Sept. 1985	Dec. 1985
Workers, by bargaining status									
Union	120.9	124.1	124.7	0.9	0.9	0.5	3.4	3.6	3.1
Goods-producing[3]	119.3	122.2	122.7	1.0	.7	.4	3.7	3.5	2.9
Service-producing[4]	123.9	127.1	127.8	.8	1.1	.6	2.9	3.8	3.5
Manufacturing	119.5	122.8	123.3	1.2	.9	.4	4.1	4.0	3.2
Nonmanufacturing	122.1	125.3	125.9	.7	1.0	.5	2.7	3.3	3.1
Nonunion	120.4	125.2	125.9	1.3	1.5	.6	4.5	5.4	4.6
Goods-producing[3]	118.1	122.3	123.0	1.0	.7	.6	3.9	4.6	4.1
Service-producing[4]	121.6	126.9	127.7	1.4	2.0	.6	4.8	5.8	5.0
Manufacturing	119.5	123.7	124.4	1.4	.7	.6	4.6	4.9	4.1
Nonmanufacturing	120.7	125.9	126.6	1.3	1.9	.6	4.4	5.6	4.9
Workers, by region									
Northeast	121.9	126.8	128.1	1.2	1.8	1.0	4.5	5.2	5.1
South	120.2	124.8	125.4	1.0	1.1	.5	3.9	4.9	4.3
Midwest (formerly North Central)	118.7	122.5	122.9	.8	1.2	.3	4.5	4.0	3.5
West	122.5	126.6	127.1	2.1	1.2	.4	3.4	5.5	3.8
Workers, by area size									
Metropolitan areas	121.0	125.5	126.3	1.3	1.4	.6	4.1	5.0	4.4
Other areas	118.3	121.9	122.0	.7	1.1	.1	4.3	3.7	3.1

---

[1] The index measures changes in total compensation cost (wages, salaries, and employer costs for employee benefits).

[2] Includes private industry and State and local Government workers and excludes farm, household, and Federal Government workers.

[3] Includes mining, construction, and manufacturing.

[4] Includes transportation, public utilities, trade, finance, insurance, real estate, and, where, applicable, public administration in State and local governments.

[5] Consists of legislative, judicial, administrative, and regulatory activities.

[6] Excludes farm and household workers.

[7] Includes, for example, library, social, and health services.

[8] The index measures changes in total compensation costs (wages, salaries, and employer costs for employee benefits). Farm and household workers are excluded.

Table 15. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending														
	1982			1983				1984				1985			
	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV
Compensation adjustments:[2]															
First year	4.5	4.2	3.2	2.6	3.1	2.4	3.4	4.8	4.7	4.2	3.6	3.4	3.4	3.1	2.7
Over life of contract[3]	3.1	2.9	2.8	2.9	3.6	3.0	3.0	3.6	3.5	3.2	2.8	2.6	2.7	2.7	2.8
Wage-rate adjustments in-															
All industries															
First year	5.1	4.4	3.8	3.0	2.7	2.2	2.6	3.5	3.5	3.2	2.4	2.4	2.4	2.4	2.3
Contracts with COLA clauses[4]	2.8	3.0	2.2	1.3	.8	.4	1.9	4.0	4.6	4.5	2.9	2.5	2.3	1.9	1.6
Contracts without COLA clauses	9.0	7.5	7.0	6.0	4.7	3.7	3.3	3.0	2.7	2.3	2.1	2.4	2.4	2.7	2.7
Over life of contract[3]	4.2	3.7	3.6	3.5	3.5	3.2	2.8	3.0	3.1	2.8	2.4	2.3	2.4	2.5	2.7
Contracts with COLA clauses	2.0	2.1	2.1	2.2	2.3	2.2	2.0	2.6	2.9	2.8	1.8	1.3	1.5	1.8	2.5
Contracts without COLA clauses	7.9	7.0	6.6	6.0	4.7	4.1	3.7	3.4	3.2	2.6	2.7	2.8	2.8	3.0	2.8
Manufacturing															
First year	2.9	2.9	2.8	1.5	1.2	.6	.4	2.6	3.0	2.6	2.3	2.1	2.0	1.5	.8
Contracts with COLA clauses	1.7	2.2	2.3	1.0	.4	−.2	−.7	2.4	3.2	1.5	2.1	2.0	1.9	1.5	.8
Contracts without COLA clauses	7.8	7.1	6.3	5.4	4.7	2.9	3.2	2.9	2.8	3.7	2.9	2.5	2.2	1.5	.9
Over life of contracts[3]	2.7	2.5	2.6	2.2	2.5	2.3	2.1	2.8	3.1	2.8	1.5	1.4	1.5	1.6	1.8
Contracts with COLA clauses	1.7	2.0	2.1	1.8	2.0	1..8	1.4	2.2	2.8	1.8	1.0	.9	1.0	1.4	2.1
Contracts without COLA clauses	7.4	6.1	5.8	5.1	4.6	3.9	3.9	3.7	3.6	3.8	3.3	3.2	3.0	2.4	1.6
Nonmanufacturing															
First year	7.1	6.0	4.8	5.0	3.8	3.3	3.8	3.8	3.7	3.3	2.5	2.6	2.7	3.2	3.3
Contracts with COLA clauses	4.5	4.3	1.9	2.4	1.7	1.7	4.4	4.9	5.2	5.4	5.5	5.1	4.3	4.0	3.6
Contracts without COLA clauses	9.2	7.6	7.2	6.2	4.7	3.9	3.3	3.0	2.6	2.1	2.0	2.4	2.5	3.0	3.3
Over life of contract[3]	5.6	4.9	4.7	5.4	4.2	3.9	3.2	3.1	3.0	2.8	2.9	2.8	2.9	3.3	3.3
Contracts with COLA clauses	2.5	2.4	2.1	3.5	3.1	3.1	2.6	2.9	3.0	3.1	4.8	4.0	3.8	3.9	3.6
Contracts without COLA clauses	8.1	7.3	6.9	6.2	4.7	4.1	3.7	3.3	3.0	2.6	2.6	2.7	2.8	3.2	3.3
Construction															
First year	9.7	6.7	6.5	5.2	2.6	1.6	1.5	1.2	.8	.9	.5	.9	1.1	1.0	1.5
Contracts with COLA clauses	6.2	−1.4	−1.4	−2.3	−1.2	−.6	−.6	.1	−.4	4.0	4.0	4.6	9.2	–	–
Contracts without COLA clauses	9.8	7.1	6.8	6.0	3.3	2.0	1.9	1.4	.9	.9	.4	.8	1.0	–	–
Over life of contract[3]	8.5	6.6	6.3	5.4	2.9	2.4	2.4	2.0	1.7	1.4	1.0	1.4	1.7	1.7	2.1
Contracts with COLA clauses	4.4	−.2	−.2	.8	.8	.9	.9	.7	.0	1.4	1.4	1.7	4.6	–	–
Contracts without COLA clauses	8.6	6.9	6.6	5.9	3.3	2.6	2.6	2.2	1.8	1.4	1.0	1.4	1.7	–	–

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

COLA = Cost of Living Adjustment.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 16. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] by year and quarter

Measure	Annual average						Quarterly average									
	1980	1981	1982	1983	1984	1985	1983		1984				1985			
							III	IV	I	II	III	IV	I	II	III	IV
Compensation adjustments:[2]																
First year	10.4	10.2	3.2	3.4	3.6	2.6	5.0	4.9	5.1	3.5	2.7	3.7	3.6	3.5	2.0	2.0
Over life of contract[3]	7.1	8.3	2.8	2.8	3.0	2.7	4.3	3.1	4.7	3.2	3.1	2.0	2.7	3.4	3.0	1.4
Wage adjustments in—																
All industries:																
First year	9.5	9.8	3.8	2.6	2.4	2.3	3.7	4.2	2.8	2.6	2.1	2.3	3.3	2.5	2.0	2.1
Contracts with COLA clauses	8.0	8.0	2.2	1.9	2.9	1.6	4.4	4.9	4.7	1.3	1.5	2.6	2.4	1.5	.5	3.1
Contracts without COLA clauses	11.7	10.6	7.0	3.3	2.1	2.7	3.2	2.7	1.6	2.7	2.1	1.1	3.6	2.8	2.9	1.3
Over life of contract[3]	7.1	7.9	3.6	2.8	2.4	2.7	3.6	2.8	3.2	2.7	2.6	1.5	3.2	2.8	3.1	1.9
Contracts with COLA clauses	5.0	5.5	2.1	2.0	1.8	2.5	3.1	2.6	4.4	1.3	1.6	1.3	1.8	2.4	2.6	2.7
Contracts without COLA clauses	10.3	8.8	6.6	3.7	2.7	2.8	3.9	3.1	2.6	2.9	2.7	2.1	3.5	2.9	3.3	1.3
Manufacturing:																
First year	7.4	7.2	2.8	.4	2.3	.8	3.4	2.9	2.5	2.5	2.3	2.2	.8	1.6	.5	.9
Contracts with COLA clauses	6.5	6.2	2.3	-.7	2.1	.8	4.6	1.2	2.7	1.4	.7	2.2	1.4	1.1	.1	1.8
Contracts without COLA clauses	10.3	7.6	6.3	3.2	2.9	.9	1.5	5.0	2.3	3.2	3.8	2.5	.5	2.2	1.1	.1
Over life of contract[3]	5.4	6.1	2.6	2.1	1.5	1.8	3.5	3.1	2.5	2.8	2.5	1.0	1.6	2.3	2.3	.9
Contracts with COLA clauses	4.4	4.8	2.1	1.4	1.0	2.1	3.6	1.7	2.4	1.4	1.2	.8	1.1	2.1	2.4	1.6
Contracts without COLA clauses	8.9	6.6	5.8	3.9	3.3	1.6	3.3	4.9	2.6	3.5	3.8	3.5	2.0	2.7	2.1	.4
Nonmanufacturing:																
First year	10.9	11.2	4.8	3.8	2.5	3.3	3.9	4.5	2.9	2.6	2.0	2.5	4.7	2.8	3.6	3.4
Contracts with COLA clauses	9.7	8.9	1.9	4.4	5.5	3.6	3.8	5.4	5.9	1.1	5.0	5.0	5.0	2.1	3.1	4.6
Contracts without COLA clauses	12.2	12.1	7.2	3.3	2.0	3.3	1.8	1.4	2.7	1.9	.6	4.6	2.9	3.7	2.5	
Over life of contract[3]	8.3	8.8	4.7	3.2	2.9	3.3	3.7	2.7	3.6	2.7	2.6	2.8	4.0	3.0	3.9	2.9
Contracts with COLA clauses	5.7	5.8	2.1	2.6	4.8	3.6	2.2	2.8	5.5	.9	3.1	4.8	3.5	2.9	4.2	4.0
Contracts without COLA clauses	10.8	9.9	6.9	3.7	2.6	3.3	4.2	2.5	2.6	2.8	2.6	1.7	4.0	3.0	3.9	2.2
Construction:																
First year	13.6	13.5	6.5	1.5	.5	1.5	1.5	1.1	-3.6	1.1	2.0	-2.8	-.6	1.5	2.1	.6
Contracts with COLA clauses	13.9	8.8	1.4	-0.6	-	-	-	-	-	-	-	-	-	-	-	-
Contracts without COLA clauses	13.6	14.0	6.8	1.9	-	-	-	-	-	-	-	-	-	-	-	-
Over life of contract[3]	11.5	11.3	6.3	2.4	1.0	2.1	2.9	2.6	-2.8	1.4	2.1	-.8	.5	2.2	2.3	.6
Contracts with COLA clauses	8.8	8.4	-.2	0.9	-	-	-	-	-	-	-	-	-	-	-	-
Contracts without COLA clauses	12.0	11.6	6.6	2.2	-	-	-	-	-	-	-	-	-	-	-	-

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost of Living Adjustment clause.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 17. Average quarterly effective wage adjustments in agreements covering 1,000 workers or more, by year and quarter
(In percent)

Characteristic	Annual average[1]					Quarterly average						
						1984			1985			
	1981	1982	1983	1984	1985	II	III	IV	I	II	III	IV
Total effective adjustments (prorated over all workers)	9.5	6.8	4.0	3.7	3.3	–	1.2	0.7	0.7	0.8	1.2	0.5
Source:												
Current settlements	2.5	1.7	.8	.8	.7	.1	.3	.3	.1	.2	.2	.1
Prior agreements	3.8	3.6	2.5	2.0	1.8	.7	.7	.2	.6	.5	.5	.2
Cost of living adjustment	3.2	1.4	.6	.9	.7	.2	.3	.2	.1	.1	.4	.1
Industry												
Manufacturing	9.4	5.2	2.7	4.3	2.8	1.0	1.0	1.1	.9	.6	.8	.5
Nonmanufacturing	9.5	7.9	4.8	3.3	3.6	.9	1.3	.4	.7	1.0	1.4	.4
Nonmanufacturing, excluding construction	8.8	7.1	5.0	3.4	3.7	.6	1.4	.6	.9	.7	1.6	.5
Construction	11.2	9.7	4.4	2.9	3.0	1.7	.9	0.0	.1	1.8	.9	.1
Transportation and public utilities	8.6	7.1	4.4	3.0	3.6	.4	1.5	1.5	.6	.6	2.0	.3
Wholesale and retail trade	8.1	6.8	5.1	3.4	3.3	.9	.7	.5	1.0	.8	.8	.7
Services	9.6	7.8	7.0	4.9	5.1	.5	2.3	.6	1.7	.9	1.8	.7
Effective wage adjustment for workers receiving adjustments	9.6	7.2	4.7	4.4	4.1	2.8	3.6	2.7	2.6	2.5	2.9	1.5
Source:												
Current settlements	9.8	7.4	2.8	3.0	3.4	2.3	3.1	2.5	4.6	3.1	3.0	2.6
Prior agreements	5.3	6.3	5.9	4.0	3.7	4.3	3.3	3.1	4.0	3.9	2.6	3.0
Cost-of-living adjustment	6.1	3.1	2.1	2.7	2.2	1.0	1.6	1.3	.4	.9	1.8	.5
Total number of workers receiving wage change (in millions)	8.6	7.9	6.5	6.2	5.6	2.5	2.4	1.9	2.0	2.4	2.8	2.1
Source:												
Current settlements	2.3	1.9	2.3	1.9	1.4	.4	.4	.9	.2	.5	.5	.4
Prior agreements	6.3	4.8	3.3	3.7	3.4	1.1	1.6	.4	1.0	.9	1.4	.5
Cost-of-living adjustment	4.5	3.8	2.3	2.5	2.3	1.5	1.2	1.2	1.0	1.0	1.7	1.3
Number of workers not receiving a wage change (in thousands)	.1	.5	1.2	1.1	1.4	4.8	4.9	5.5	4.9	4.6	4.1	4.8

[1] The effective wage-rate adjustment for the year is the total of the cumulative quarterly changes. Because of rounding in the effective wage change series, sums of individual items may not equal totals.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.
p = preliminary.

Table 18. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	July 85	4.7	4.9	5.0	3.6	2.9
Northeast	July 85	5.1	5.0	5.7	4.0	4.9
Albany-Schenectady-Troy	September 85	3.4	7.5	3.1	2.9	3.1
Boston	August 85	5.5	5.0	4.8	4.2	5.5
Buffalo	October 84	5.0	6.1	4.6	5.4	4.4
Hartford	July 85	5.0	5.4	3.7	4.7	3.6
Nassau-Suffolk	August 85	5.6	5.6	2.4	4.7	4.9
Newark	January 86	5.0	6.4	5.2	4.7	3.7
New York	May 85	5.6	5.5	7.3	3.2	6.6
Northeast Pennsylvania	August 85	4.5	5.8	6.4	3.7	2.4
Paterson-Clifton-Passaic	June 85	6.3	4.5	–	5.0	5.9
Philadelphia	November 85	4.5	5.0	3.5	3.5	2.4
Pittsburgh	January 86	3.5	3.7	2.7	1.6	.4
Portland	December 85	4.9	4.9	–	4.6	5.0
Poughkeepsie	September 85	–	–	–	–	–
Poughkeepsie-Kingston-Newburgh	September 84	–	–	–	3.5	2.5
Providence-Warwick-Pawtucket	June 85	5.2	5.1	5.9	5.7	4.5
Trenton	November 85	4.8	4.9	–	3.9	–
Worcester	April 85	4.6	4.4	–	4.6	3.0
York	January 86	3.0	5.8	4.9	3.7	3.1
South	July 85	4.9	5.0	5.5	3.5	2.3
Atlanta	May 85	4.3	4.9	3.0	4.3	3.8
Baltimore	August 85	4.4	4.6	5.6	2.1	3.2
Chattanooga	September 85	4.2	–	–	2.5	1.3
Corpus Christi	July 85	–	–	–	2.9	1.6
Dallas-Fort Worth	December 85	5.3	5.6	5.6	3.1	2.0
Daytona Beach	August 84	–	–	–	–	–
Gainesville	September 85	–	–	–	–	–
Greensboro-Winston-Salem-High Point	August 85	4.2	4.3	6.0	4.7	3.3
Greenville-Spartanburg	June 85	6.2	2.6	7.0	4.1	3.2
Houston	May 85	4.7	3.2	5.1	2.8	1.5
Huntsville	February 86	–	–	–	4.4	6.9
Jackson	January 86	4.7	4.4	–	2.7	1.3
Jacksonville	December 85	4.9	5.1	–	3.4	2.7
Louisville	November 84	4.2	5.0	7.1	3.9	3.7
Memphis	November 84	5.2	5.2	–	4.2	3.7
Miami	October 85	4.8	7.2	–	3.8	1.7
New Orleans	October 85	3.9	5.1	–	2.8	1.6
Norfolk-Virginia Beach-Portsmouth	May 85	7.6	–	–	4.6	2.5
Oklahoma City	August 85	4.2	4.9	–	4.0	1.1
Richmond	June 85	5.7	6.1	6.3	4.7	3.0
San Antonio	May 85	6.3	5.9	–	4.7	–
Washington	March 85	5.4	5.2	–	4.6	2.5
Midwest	July 85	4.3	4.9	4.0	3.6	2.6
Chicago	March 85	4.6	5.7	5.1	3.4	1.7
Cincinnati	July 85	4.0	4.3	3.7	3.3	3.2
Cleveland	September 85	4.1	4.0	3.8	4.7	1.4
Columbus	October 85	5.2	5.2	4.6	3.2	2.4
Davenport-Rock Island-Moline	February 85	3.4	5.4	2.1	2.7	1.1
Dayton	December 85	4.0	5.2	5.3	2.4	2.6
Detroit	April 85	4.1	3.6	1.2	3.9	3.0
Gary-Hammond-East Chicago	November 84	–	4.8	4.6	3.5	–
Green Bay	August 85	–	5.7	–	4.7	3.7
Indianapolis	October 85	4.4	4.4	4.6	3.3	3.6
Kansas City	September 85	4.4	7.4	3.1	4.4	3.1
Milwaukee	May 85	4.5	5.6	4.5	3.1	2.3
Minneapolis-St. Paul	January 86	5.3	4.5	5.0	3.2	2.7
Omaha	October 85	4.2	2.5	–	3.4	2.9
Saginaw	November 84	–	–	–	–	5.0
St. Louis	March 85	3.8	3.6	4.8	3.3	2.5

Table 18. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
South Bend	August 85	5.4	3.5	–	3.7	4.4
Toledo	June 85	4.5	5.7	7.4	3.9	3.8
Wichita	April 85	2.5	4.9	1.6	2.6	2.0
West	July 85	4.2	4.4	5.4	3.3	.3
Anaheim-Santa Ana-Garden Grove	October 85	4.6	4.3	7.2	4.4	2.2
Billings	July 85	4.6	–	–	2.3	3.3
Denver-Boulder	December 85	2.6	3.9	4.2	2.9	.9
Fresno	June 85	4.7	–	–	3.3	–
Los Angeles-Long Beach	October 85	4.5	5.5	6.1	3.3	–1.0
Portland	June 85	4.4	4.5	–	3.2	.7
Sacramento	December 85	4.9	–	–	2.8	–
Salt Lake City-Ogden	November 84	5.5	4.4	–	3.0	1.8
San Diego	December 85	3.9	3.7	3.5	4.2	2.6
San Francisco-Oakland	March 85	4.6	3.3	4.3	3.0	–.1
San Jose	March 85	5.0	4.8	–	3.7	1.7
Seattle-Everett	December 85	.9	2.4	–	2.4	–4.0

NOTE: Dashes indicate that data are not adequate for publication.

Major Collective Bargaining Settlements in Private Industry, 1985

Major collective bargaining contracts settled in private industry during 1985 provided average wage adjustments of 2.3 percent in the first contract year and 2.7 percent annually over the life of the contract. The first-year average was the lowest for any year since the series began in 1968. The last time the same parties bargained (generally 2 to 3 years ago), average wage adjustments were 3.9 percent in the first contract year and 3.7 percent a year over the contract life. See tables 1-20 pp. 50-67, for the statistical information discussed in this article. A more detailed discussion appears in the April 1986 issue of the *Monthly Labor Review*.

The Bureau's major collective bargaining agreements series for private industry covers 7.0 million workers in bargaining units with at least 1,000 workers. In addition to data on settlements reached in 1985, this summary includes information on wage changes effective in the year that resulted from the new settlements, agreements reached in earlier years, and cost-of-living adjustments (COLA's).

Settlements in 1985

Thirty-eight percent of the 2,193,000 workers under 1985 settlements were covered by "back-loaded" contracts—that is, specified wage adjustments were lower in the first contract year than in subsequent years. Prior to 1983, almost all workers under multiyear settlements had their largest increase in the first year. Back-loaded settlements in 1985 provided average adjustments of 0.6 percent in the first year and 2.6 percent annually over the life of the contract. These contracts were in a variety of industries, including apparel, electrical products, and construction.

Thirty-six percent of the workers were under front-loaded 1985 settlements. These settlements provided adjustments averaging 4.2 percent in the first year and 3.3 percent a year over the contract life. The remaining 26 percent of the workers were under agreements that ran for 12 months or provided equal wage adjustments each year.

Almost one-third (681,000) of the workers under 1985 settlements will receive lump-sum payments. (Lump sums are excluded from wage and compensation measures in this series.) Settlements that included lump-sum payments had lower average wage adjustments than others—1.2 percent in the first contract year and 1.8 percent a year over the contract life. Corresponding averages for settlements without lump-sum payments were 2.9 and 3.2 percent. Contracts providing lump-sum payments were prevalent in apparel, electrical products, and transportation equipment, as well as in other industries. More than half (363,000) of those receiving lump-sum payments are covered by "back-loaded" contracts.

Of the 2,193,000 workers covered by settlements in 1985, 1,391,000 had first year wage increases averaging 4.2 percent. An additional 730,000 had no wage change, and the rest had first-year decreases. Subsequent wage increases for 474,000 of the workers with no change in the first year will result in a net wage gain over the contract term. Thus, by the end of their contracts, 85 percent of the workers under 1985 settlements will have an increase in wages, averaging 3.5 percent a year. Workers with wage decreases in the first contract year, averaging 8.8 percent, will also have decreases over the life of the contracts averaging 6.6 percent annually.

Contracts with net wage increases were negotiated in a variety of industries including trucking, public utilities, apparel manufacturing, airlines, services, and retail trade. Contracts with no specified wage changes over their life were primarily in the construction industry but appeared in other industries as well, including food stores, transportation equipment, and electrical products. About one-third of the workers who sustained wage decreases over the life of the contract were in construction; the remainder were in a variety of other industries.

During 1985, cost-of-living adjustment (COLA) clauses that change wages based on movements in the *Consumer Price Index* (CPI) were dropped in settlements covering 471,000 workers. Contracts that dropped COLA clauses included those negotiated between the trucking companies and Teamsters (about 173,000 workers) and between the cotton garment manufacturers and the Clothing and Textile Workers Union (about 101,000 workers). COLA clauses were introduced for about 41,000 workers. The changes in COLA provisions contributed to lowering coverage for workers under major contracts from 57 percent at the end of 1984 to 49 percent in December 1985.

Settlements with COLA clauses provided specified wage adjustments of 1.6 percent in the first contract year and 2.5 percent annually over the contract life. In settlements without COLA clauses, adjustments were 2.7 and 2.8 percent, respectively. Possible future COLA's contingent on changes in the CPI are excluded from these measures.

The Bureau also measures compensation (wages and employee benefits costs) changes in settlements covering at least 5,000 workers. In 1985, compensation adjustments under these settlements averaged 2.6 percent in the first contract year and 2.7 percent annually over the life of the contract. (See table 1.)

Effective wage adjustments

Effective wage adjustments are those that result from (1) settlements in 1985; (2) deferred changes made under agreements negotiated earlier; and (3) COLA provisions.

Average effective wage adjustments in 1985 were (in percent):

	For workers receiving a change	*For all workers (prorated)*
All adjustments	4.1	3.3
New settlements	3.4	.7
Deferred adjustments	3.7	1.8
COLA adjustments	2.2	.7

Wage changes (increases and decreases) put into effect in 1985 averaged 4.1 percent for the 5.6 million workers who received them. When prorated over all 7.0 million workers covered by major agreements, wage adjustments averaged 3.3 percent, the lowest recorded since this series begain in 1968.

COLA clauses are designed to adjust wages to reflect changes in consumer prices. The size of the adjustment depends on the formula used to relate wage changes to price changes, the timing of COLA reviews, and possible limitations on the amount of COLA change. About 2.8 million workers had COLA reviews in 1985. Of these, 2.3 million had COLA-triggered wage increases averaging 2.2 percent. Wage adjustments stemming from COLA reviews in 1985 averaged 58 percent of the change in the CPI during the COLA review period.

First-quarter 1986 bargaining activity

There were approximately 470,000 workers under 97 contracts that had expired or been reopened prior to January 1, 1986 but had not been renegotiated or ratified. Most of the workers were in railroad transportation. In addition, there are 364,000 workers under 117 major agreements scheduled to expire or reopen for wage negotiations during January-March 1986. They are in a variety of industries, including retail trade, construction, and petroleum refining.

About 1 million workers are scheduled to receive deferred wage increases averaging 3 percent during the first quarter of 1986. These changes will be made under provisions of existing agreements negotiated earlier. About 2.1 million workers are scheduled for COLA reviews during the quarter.

Definition of Terms Used in Tables

Major collective bargaining agreements: all private nonfarm sector collective bargaining agreements in effect in the reference period covering at least 1,000 production and related workers in manufacturing or nonsupervisory workers in nonmanufacturing.

Collective bargaining settlements: agreements reached in a given period (for example, quarter, year). Unless otherwise indicated includes unscheduled reopenings.

First year adjustment: wage and compensation decisions under settlements reached in a given period and effective within 12 months of the contract effective date. Includes decisions to increase, decrease, or not change wages and benefits. Data exclude possible adjustments under cost-of-living adjustment (COLA) clauses (except changes guaranteed by the contract).

Annual adjustment over the life of the contract: wage and compensation decisions under settlements reached in a given period expressed as an average annual (compound) rate over life of contract. Includes decisions to increase, decrease, or not change wages and benefits during the term of the agreement. Data exclude possible adjustments under cost-of-living adjustment (COLA) clauses (except changes guaranteed by the contract).

Compensation: wages and benefits including legally required benefits.

COLA: cost-of-living adjustment clauses.

Cost-of-living adjustment clauses: provisions in collective bargaining agreements providing for wage adjustments based on future changes in the Consumer Price Index or similar index.

Deferred wage adjustments: wage adjustments effective in a given period provided by an agreement reached in another period.

Effective wage adjustments: when prorated over all workers includes increases, decreases and no change in wages stemming from current settlements, agreements reached in a prior period, and COLA clauses.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 1. Summary of compensation and wage adjustments in major collective bargaining agreements in 1979-85

Measure	Average percent adjustment						
	1979	1980	1981 1/	1982	1983	1984	1985
Settlements							
Compensation adjustments (agreements covering at least 5,000 workers)							
First year	9.0	10.4	10.2	3.2	3.4	3.6	2.6
Annual over life of contract	6.6	7.1	8.3	2.8	3.0	2.8	2.7
Wage adjustments (agreements covering at least 1,000 workers)							
All industries							
First year	7.4	9.5	9.8	3.8	2.6	2.4	2.3
With COLA clauses	6.2	8.0	8.0	2.2	1.9	2.9	1.6
Without COLA clauses	9.1	11.7	10.6	7.0	3.3	2.1	2.7
Annual over life of contract	6.0	7.1	7.9	3.6	2.8	2.4	2.7
With COLA clauses	4.6	5.0	5.5	2.1	2.0	1.8	2.5
Without COLA clauses	8.0	10.3	8.8	6.6	3.7	2.7	2.8
Manufacturing							
First year	6.9	7.4	7.2	2.8	.4	2.3	.8
With COLA clauses	5.6	6.5	6.2	2.3	-.7	2.1	.8
Without COLA clauses	9.4	10.3	7.6	6.3	3.2	2.9	.9
Annual over life of contract	5.4	5.4	6.1	2.6	2.1	1.5	1.8
With COLA clauses	4.0	4.4	4.8	2.1	1.4	1.0	2.1
Without COLA clauses	8.1	8.9	6.6	5.8	3.9	3.3	1.6
Nonmanufacturing							
First year	8.0	10.9	11.2	4.8	3.8	2.5	3.3
With COLA clauses	7.0	9.7	8.9	1.9	4.4	5.5	3.6
Without COLA clauses	8.8	12.2	12.1	7.2	3.3	2.0	3.3
Annual over life of contract	6.8	8.3	8.8	4.7	3.2	2.9	3.3
With COLA clauses	5.5	5.7	5.8	2.1	2.6	4.8	3.6
Without COLA clauses	8.0	10.8	9.9	6.9	3.7	2.6	3.3
Construction							
First year	8.8	13.6	13.5	6.5	1.5	.5	1.5
Annual over life of contract	8.3	11.5	11.3	6.3	2.4	1.0	2.1
All industries excluding construction							
First year	7.2	8.4	8.6	3.4	2.9	2.9	2.5
Annual over life of contract	5.7	6.0	6.7	3.2	3.0	2.7	2.9
Nonmanufacturing excluding construction							
First year	7.6	9.5	9.8	4.3	5.0	3.4	3.9
Annual over life of contract	6.2	6.6	7.3	4.1	3.7	3.8	3.7
All agreements							
Effective wage adjustments							
Total (agreements covering at least 1,000 workers)	9.1	9.9	9.5	6.8	4.0	3.7	3.3
New settlements	3.0	3.6	2.5	1.7	.8	0.8	0.7
Deferred adjustments	3.0	3.5	3.8	3.6	2.5	2.0	1.8
Cost-of-living adjustments	3.1	2.8	3.2	1.4	.6	0.9	0.7

1/ Settlement data prior to 1981 exclude unscheduled contract reopeners. This exclusion did not affect any published data.

Table 2. Summary of compensation and wage adjustments for settlements reached in 1985

Measure	First year		Over life of contract	
	Average adjustment (percent)	Workers (in thousands)	Average annual adjustment (percent)	Workers (in thousands)
All settlements				
Compensation adjustments (agreements covering at least 5,000 workers)...	2.6	1,413	2.7	1,413
Wage adjustments (agreements covering at least 1,000 workers)				
All industries....................	2.3	2,193	2.7	2,193
With COLA clauses..............	1.6	673	2.5	673
Without COLA clauses..........	2.7	1,520	2.8	1,520
Manufacturing...................	.8	865	1.8	865
With COLA clauses...........	.8	473	2.1	473
Without COLA clauses........	.9	391	1.6	391
Nonmanufacturing................	3.3	1,329	3.3	1,329
With COLA clauses...........	3.6	200	3.6	200
Without COLA clauses........	3.3	1,129	3.3	1,129
Construction..................	1.5	329	2.1	329
All industries excluding construction....................	2.5	1,864	2.9	1,864
Nonmanufacturing excluding construction..................	3.9	999	3.7	999
Settlements providing increases				
Wage increases (agreements covering at least 1,000 workers)				
All industries....................	4.2	1,391	3.5	1,865
With COLA clauses..............	3.0	411	2.8	627
Without COLA clauses..........	4.6	980	3.8	1,239
Manufacturing...................	2.6	374	2.4	713
With COLA clauses...........	1.8	251	2.3	434
Without COLA clauses........	4.3	123	2.6	279
Nonmanufacturing................	4.7	1,017	4.1	1,153
With COLA clauses...........	4.9	159	3.9	193
Without COLA clauses........	4.7	858	4.2	960
Construction..................	3.6	202	3.6	226
All industries excluding construction....................	4.2	1,189	3.5	1,639
Nonmanufacturing excluding construction..................	5.0	815	4.3	926
Settlements providing decreases				
Wage decreases (agreements covering at least 1,000 workers)				
All industries....................	-8.8	73	-6.6	73
With COLA clauses..............	-7.4	18	-2.9	18
Without COLA clauses..........	-9.3	55	-7.8	55
Manufacturing...................	-8.5	29	-4.4	29
Nonmanufacturing................	-9.0	43	-8.1	43
Construction..................	-10.1	23	-5.4	23
All industries excluding construction....................	-8.2	49	-7.2	49
Nonmanufacturing excluding construction..................	-7.8	20	-11.3	20

Table 3. Mean wage adjustments in settlements reached in 1985 covering 1,000 workers or more

Measure	All settlements			Settlements with increases		
	Percent	Cents per hour	Workers (in thousands)	Percent	Cents per hour	Workers (in thousands)
First year adjustment						
All industries	2.3	28.1	2,193	4.2	50.1	1,391
With COLA clauses	1.6	18.7	673	3.0	33.8	411
Without COLA clauses	2.7	32.3	1,520	4.6	56.8	980
Manufacturing	.8	9.0	865	2.6	29.0	374
With COLA clauses	.8	9.4	473	1.8	20.8	251
Without COLA clauses	.9	8.5	391	4.3	45.8	123
Nonmanufacturing	3.3	40.6	1,329	4.7	57.8	1,017
With COLA clauses	3.6	41.0	200	4.9	54.4	159
Without COLA clauses	3.3	40.5	1,129	4.7	58.4	858
Construction	1.5	26.3	329	3.6	59.1	202
All industries excluding construction	2.5	28.5	1,864	4.2	48.5	1,189
Nonmanufacturing excluding construction	3.9	45.3	999	5.0	57.5	815
Annual rate of adjustment over life of contract						
All industries	2.7	32.8	2,193	3.5	41.6	1,863
With COLA clauses	2.5	26.3	673	2.8	29.0	627
Without COLA clauses	2.8	35.6	1,520	3.8	48.0	1,239
Manufacturing	1.8	16.8	865	2.4	22.6	713
With COLA clauses	2.1	19.2	473	2.3	21.5	434
Without COLA clauses	1.6	13.9	391	2.6	24.2	279
Nonmanufacturing	3.3	43.2	1,329	4.1	53.4	1,153
With COLA clauses	3.6	43.1	200	3.9	45.9	193
Without COLA clauses	3.3	43.2	1,129	4.2	55.0	960
Construction	2.1	35.7	329	3.6	59.9	226
All industries excluding construction	2.9	32.3	1,864	3.5	39.1	1,639
Nonmanufacturing excluding construction	3.7	45.7	999	4.3	51.9	926

Table 4. Selected characteristics of settlements reached in 1985 covering 1,000 workers or more, by duration of contract

Measure	Contract duration			
	Less than 12 months	12 months	More than 12 and less than 24 months	24 months
Number of settlements	24	79	30	62
Number of workers (in thousands)	76	261	73	197
Average duration (months)	9.5	12.0	17.2	24.0
Percent adjustment in:				
First contract year	1.3	3.1	1.4	1.9
Second contract year[1]	-	-	1.0	2.4
Average annual percent adjustment over life of contract	.4	3.1	1.5	2.1
	More than 24 and less than 36 months	36 months	More than 36 months	All contracts
Number of settlements	68	126	98	487
Number of workers (in thousands)	481	782	324	2,193
Average duration (months)	33.1	36.0	40.3	30.5
Percent adjustment in:				
First contract year	2.5	2.2	2.6	2.3
Second contract year[1]	2.9	3.6	3.3	3.1
Third contract year[2]	1.5	4.0	3.0	3.0
Average annual percent adjustment over life of contract	2.4	3.2	2.8	2.7

[1] Average is based only on settlements with a duration greater than 12 months.
[2] Average is based only on settlements with a duration greater than 24 months.

Table 5. Compensation and wage adjustments in settlements reached in 1985 covering 5,000 workers or more

Measure	First year: Average adjustment (percent)	First year: Workers (in thousands)	Over life of contract: Average annual adjustment (percent)	Over life of contract: Workers (in thousands)
All settlements				
Compensation adjustments				
All industries	2.6	1,413	2.7	1,413
With COLA clauses	2.0	520	2.5	520
Without COLA clauses	3.0	894	2.9	894
Manufacturing	1.2	603	1.7	603
With COLA clauses	1.4	341	2.3	341
Without COLA clauses	.9	262	1.4	262
Nonmanufacturing	3.7	811	3.4	811
With COLA clauses	2.9	179	2.8	179
Without COLA clauses	3.9	632	3.5	632
Construction	2.6	108	3.0	108
All industries excluding construction	2.6	1,306	2.7	1,306
Nonmanufacturing excluding construction	3.8	703	3.4	703
Wage adjustments alone - all industries	2.3	1,413	2.7	1,413
Settlements providing increases in:				
Compensation				
All industries	3.2	1,261	3.2	1,318
With COLA clauses	2.1	497	2.6	505
Without COLA clauses	3.9	765	3.5	812
Manufacturing	1.6	541	2.2	573
With COLA clauses	1.5	333	2.4	333
Without COLA clauses	1.8	208	2.0	240
Nonmanufacturing	4.3	720	3.9	745
With COLA clauses	3.2	164	2.9	172
Without COLA clauses	4.6	557	4.2	573
Construction	4.0	78	4.0	83
All industries excluding construction	3.1	1,184	3.1	1,235
Nonmanufacturing excluding construction	4.3	643	3.9	662
Wages - all industries	4.1	897	3.4	1,232
Settlements providing decreases in:				
Compensation				
All industries	-5.3	50	-6.7	43
With COLA clauses	-2.3	8	-.8	8
Without COLA clauses	-5.9	42	-7.9	36
Manufacturing1/	-6.9	22	-5.7	22
Nonmanufacturing	-4.0	28	-7.7	21
Construction	-5.1	6	-2.5	6
All industries excluding construction	-5.3	44	-7.3	38
Nonmanufacturing excluding construction	-3.8	22	-9.5	16
Wages - all industries	-7.7	43	-7.6	43

1/ Data by COLA clause coverage do not meet publication standards.

Table 6. Wage adjustments in settlements reached in 1985[1] and under prior agreements[2]

Measure	1984 settlement1/			Prior agreement2/		
	Workers (in thousands)	Adjustment (percent) 3/	Duration (in months)	Workers (in thousands)	Adjustment (percent) 3/	Duration (in months)
First year						
All settlements..........	2,031	2.4	30.2	2,388	3.9	31.5
Settlements with COLA clauses in:						
1984 and prior contract............	647	1.7	35.5	756	4.8	35.6
Prior contract only...	372	2.3	30.6	575	0.8	36.4
New contract only.....	11	-4.8	31.2	24	3.5	20.7
Neither contract......	1,002	3.0	26.7	1,034	5.0	26.0
Average annual over life of contract						
All settlements..........	2,031	2.8	30.2	2,388	3.7	31.5
Settlements with COLA clauses in:						
1984 and prior contract............	647	2.5	35.5	756	4.2	35.6
Prior contract only...	372	2.7	30.6	575	1.4	36.4
New contract only.....	11	-0.4	31.2	24	2.3	20.7
Neither contract......	1,002	3.0	26.7	1,034	4.7	26.0

1/ Excludes settlements where no previous agreement exists.

2/ Measures same bargaining units included in 1983 tabulations. Individual units may have settled in different years.

3/ Excludes COLA adjustments.

Table 7. Average annual wage adjustment over life of contracts for settlements reached in 1985[1] and wage adjustments actually implemented under prior agreements[2]

Measure	All settlements	Settlements with COLA clauses in:			
		1984 and prior contract	Prior contract only	New contract only	Neither contract
1984 settlements1/					
Workers (in thousands)....	2,031	647	372	11	1,002
Duration (in months)......	30.2	35.5	30.6	31.2	26.7
Specified wage adjustments (percent)...............	2.8	2.5	2.7	-0.4	3.0
Prior settlements2/					
Workers (in thousands)....	2,388	756	575	24	1,034
Duration (in months)3/....	31.0	35.4	35.9	20.7	25.2
Specified wage adjustment (percent)...............	3.7	4.2	1.4	2.3	4.7
COLA adjustment (percent).	0.7	1.5	1.0	0.0	0.0
Total wage adjustments (percent)4/..............	4.4	5.6	2.4	2.3	4.7

1/ Excludes settlements where no previous agreement exists.

2/ Reflects agreements reached when same parties to 1985 settlements bargained previously. Excludes wage adjustments negotiated but not implemented because of unscheduled reopenings.

3/ Number of months prior agreement actually in effect.

4/ Includes both COLA and 'specified' adjustments.

Table 8. Average quarterly effective wage adjustments in collective bargaining agreements covering 1,000 workers or more, 1985

Characteristic	1985				
	I	II	III	IV	Full Year
Total effective adjustments prorated over all workers1/ (percent)	0.7	0.8	1.2	0.5	3.3
Source:					
Current settlements	.1	.2	.2	.1	.7
Prior agreements	.6	.5	.5	.2	1.8
COLA provisions	.1	.1	.4	.1	.7
Industry					
Manufacturing	.9	.6	.8	.5	2.8
Nonmanufacturing	.7	1.0	1.4	.4	3.6
Construction	.1	1.8	.9	.1	3.0
Transportation and public utilities	.6	.6	2.0	.3	3.6
Wholesale and retail trade	1.0	.8	.8	.7	3.3
Services	1.7	.9	1.8	.7	5.1
Nonmanufacturing, excluding construction	.9	.7	1.6	.5	3.7
Effective wage change for workers receiving changes (percent)	2.6	2.5	2.9	1.5	4.1
Source:					
Current settlements	4.6	3.1	3.0	2.6	3.4
Prior agreements	4.0	3.9	2.6	3.0	3.7
COLA provisions	.5	.9	1.8	.5	2.2
Total number of workers receiving wage change (in thousands)	2,029.2	2,386.5	2,808.0	2,118.5	5,600.2
Source:					
Current settlements	182.6	540.8	459.9	374.9	1,434.2
Prior agreements	968.4	858.0	1,434.8	522.4	3,415.0
COLA provisions	1,018.1	1,025.5	1,737.7	1,299.0	2,317.2
Number of workers receiving no wage change (in thousands)	4,924.4	4,567.1	4,145.6	4,835.1	1,353.4

1/ The effective wage adjustment for the year is the total of the cumulative quarterly change. Because of rounding and compounding in the effective wage change series, sums of individual items may not equal totals.

Table 9. Mean and median cents and percent effective wage adjustments in collective bargaining agreements covering 1,000 workers or more, 1985

Measures	Mean				
	Adjustment		Change		
	Percent	Cents per hour	Percent	Cents per hour	Workers receiving change (thousands)
All adjustments	3.3	42.5	4.1	52.7	5,600.2
Manufacturing	2.8	32.7	3.5	40.7	2,176.8
Nonmanufacturing	3.6	48.7	4.4	60.9	3,423.4
From 1985 settlements	.7	8.6	3.4	41.7	1,434.2
Manufacturing	.3	2.7	1.8	18.6	391.2
Nonmanufacturing	1.0	12.4	4.0	50.4	1,043.0
From prior agreements	1.8	24.6	3.7	50.2	3,415.0
Manufacturing	1.5	16.8	3.7	41.8	1,092.9
Nonmanufacturing	2.0	29.6	3.7	54.2	2,322.1
From COLA provisions	.7	9.2	2.2	27.7	2,317.2
Manufacturing	1.1	13.2	1.9	23.5	1,524.6
Nonmanufacturing	.5	6.7	2.9	35.9	792.6

Measures	Median				
	Adjustment		Change		
	Percent	Cents per hour	Percent	Cents per hour	Workers receiving change (thousands)
All adjustments	3.5	40.0	4.1	50.0	5,600.2
Manufacturing	2.4	31.0	3.2	35.0	2,176.8
Nonmanufacturing	4.1	50.0	4.4	51.9	3,423.4
From 1985 settlements	-	-	3.8	49.0	1,434.2
Manufacturing	-	-	2.4	26.1	391.2
Nonmanufacturing	-	-	4.0	50.0	1,043.0
From prior agreements	-	-	3.1	40.0	3,415.0
Manufacturing	-	-	3.1	40.0	1,092.9
Nonmanufacturing	1.4	16.9	3.5	35.5	2,322.1
From COLA provisions	-	-	2.3	31.0	2,317.2
Manufacturing	.1	1.0	2.3	31.0	1,524.6
Nonmanufacturing	-	-	3.0	35.0	792.6

Table 10. Percent of workers receiving wage adjustments in collective bargaining agreements covering 1,000 workers or more, 1985

Net amount of wage adjustment	All agreements	Manufacturing	Nonmanufacturing
Total	100	100	100
No change	19	20	19
Decrease	1	1	1
Increase	79	79	79
Percent increase			
Under 4	37	55	26
4 and under 5	20	8	28
5 and under 6	12	11	13
6 and under 7	4	2	6
7 and under 8	2	1	3
8 and under 9	(1)	(1)	1
9 and under 10	1	(1)	1
10 and under 12	2	3	2
12 and over	1	-	1
Cents per hour increase			
Under 20	6	5	7
20 and under 30	8	9	7
30 and under 40	14	28	5
40 and under 50	11	19	6
50 and under 60	21	7	29
60 and under 70	6	5	6
70 and under 80	4	3	5
80 and under 90	1	1	2
90 and under 100	2	(1)	3
100 and under 110	3	(1)	4
110 and under 120	1	(1)	2
120 and over	3	3	4

1/ Value less than 0.5.

Table 11. Average quarterly compensation and wage adjustments for settlements reached first quarter 1984-fourth quarter 1985

Measure	1984					1985				
	I	II	III	IV	Full year	I	II	III	IV	Full year
Compensation adjustments in settlements covering 5,000 workers or more:										
First-year adjustments										
All industries	5.1	3.5	2.7	3.7	3.6	3.6	3.5	2.0	2.0	2.6
With COLA clauses	7.0	.3	3.1	3.9	4.0	3.0	2.8	.8	2.5	2.0
Without COLA clauses	4.0	3.9	2.7	2.3	3.2	3.7	3.7	2.7	1.5	3.0
Average annual adjustments over life of contracts										
All industries	4.7	3.2	3.1	2.0	2.8	2.7	3.4	3.0	1.4	2.7
With COLA clauses	5.9	.1	3.1	2.0	2.3	1.7	3.0	2.7	2.0	2.5
Without COLA clauses	4.0	3.6	3.1	2.2	3.3	3.0	3.5	3.3	.7	2.9
Wage adjustments in settlements covering 1,000 workers or more:										
First year										
All industries	2.8	2.6	2.1	2.3	2.4	3.3	2.5	2.0	2.1	2.3
With COLA clauses	4.7	1.3	1.5	2.6	2.9	2.4	1.5	.5	3.1	1.6
Without COLA clauses	1.6	2.7	2.1	1.1	2.1	3.6	2.8	2.9	1.3	2.7
Manufacturing	2.5	2.6	2.3	2.2	2.3	.8	1.6	.5	.9	.8
With COLA clauses	2.7	1.4	.7	2.2	2.1	1.4	1.1	.1	1.8	.8
Without COLA clauses	2.3	3.2	3.8	2.5	2.9	.5	2.2	1.1	.1	.9
Nonmanufacturing	2.9	2.6	2.0	2.5	2.5	4.7	2.8	3.6	3.4	3.3
With COLA clauses	5.9	1.1	5.0	5.9	5.5	5.0	2.1	3.1	4.6	3.6
Without COLA clauses	1.4	2.7	1.9	.6	2.0	4.6	2.9	3.7	2.5	3.3
Construction	-3.6	1.1	2.0	-2.8	.5	-.8	1.5	2.1	.6	1.5
All industries excluding construction	3.7	3.9	2.1	2.6	2.9	3.7	2.9	2.0	2.1	2.5
Nonmanufacturing excluding construction	4.2	4.3	2.0	3.9	3.4	5.4	3.5	4.1	3.5	3.9
Average annual adjustments over life of contract										
All industries	3.3	2.7	2.6	1.5	2.4	3.2	2.8	3.1	1.9	2.7
With COLA clauses	4.4	1.3	1.6	1.3	1.8	1.8	2.4	2.6	2.7	2.5
Without COLA clauses	2.6	2.9	2.7	2.1	2.7	3.5	2.9	3.3	1.3	2.8
Manufacturing	2.5	2.8	2.5	1.0	1.5	1.6	2.3	2.3	.9	1.8
With COLA clauses	2.4	1.4	1.2	.8	1.0	1.1	2.1	2.4	1.6	2.1
Without COLA clauses	2.6	3.5	3.8	3.5	3.3	2.0	2.7	2.1	.4	1.6
Nonmanufacturing	3.6	2.7	2.6	2.8	2.9	4.0	3.0	3.9	2.9	3.3
With COLA clauses	5.5	.9	3.1	4.8	4.8	3.5	2.9	4.2	4.0	3.6
Without COLA clauses	2.6	2.8	2.6	1.7	2.6	4.0	3.0	3.9	2.2	3.3
Construction	-2.8	1.4	2.1	-.8	1.0	.5	2.2	2.3	.6	2.1
All industries excluding construction	4.1	3.8	2.8	1.6	2.7	3.4	3.1	3.2	1.9	2.9
Nonmanufacturing excluding construction	4.8	4.2	2.8	3.8	3.8	4.4	3.4	4.4	3.0	3.7

Table 12. Compensation adjustments in settlements reached in 1985 covering 5,000 workers or more

Measure	First year adjustment Percent of workers January-March	April-June	July-September	October-December	January-June	January-September	January-December
All settlements	100	100	100	100	100	100	100
No change	6	11	5	6	10	8	7
Decrease	11	2	4	3	4	4	4
Increase	83	87	91	92	86	89	89
Percent increase							
Under 2	9	7	52	18	7	28	26
2 and under 3	4	14	4	30	12	8	13
3 and under 4	4	40	4	39	32	19	23
4 and under 5	36	8	17	-	15	16	12
5 and under 6	11	8	12	-	9	10	8
6 and under 7	-	2	2	-	1	2	1
7 and under 8	-	-	-	5	-	-	1
8 and under 9	-	6	-	-	4	2	2
9 and over	18	3	-	-	6	3	3
Number of workers (in thousands)	131	452	508	323	582	1,090	1,413
Median adjustment (in percent)	4.7	3.6	.8	2.4	3.6	3.6	3.0
Median increase (in percent)	4.8	3.6	.8	2.4	3.6	3.6	3.0
Median decrease (in percent)	-9.2	-1.0	-2.3	-13.9	-3.4	-2.3	-3.4
Mean adjustment (in percent)	3.6	3.5	2.0	2.0	3.5	2.8	2.6
Mean increase (in percent)	5.2	4.0	2.3	2.6	4.3	3.3	3.2
Mean decrease (in percent)	-6.6	-1.0	-2.4	-13.9	-4.7	-3.6	-5.3

Measure	Average annual adjustment over life of contract Percent of workers January-March	April-June	July-September	October-December	January-June	January-September	January-December
All settlements	100	100	100	100	100	100	100
No change	6	6	1	5	6	3	4
Decrease	11	2	3	3	4	3	3
Increase	83	93	96	93	91	93	93
Percent increase							
Under 2	9	8	29	33	9	18	21
2 and under 3	14	12	19	60	12	16	26
3 and under 4	4	40	10	-	32	22	17
4 and under 5	33	22	26	-	24	25	19
5 and under 6	4	8	11	-	7	9	7
6 and under 7	5	-	1	-	1	1	1
7 and under 8	-	3	-	-	2	1	1
8 and over	14	-	-	-	3	2	1
Number of workers (in thousands)	131	452	508	323	582	1,090	1,413
Median adjustment (in percent)	4.4	3.5	2.6	2.0	3.5	3.5	2.6
Median increase (in percent)	4.8	3.5	3.0	2.0	3.5	3.5	2.9
Median decrease (in percent)	-17.5	-1.0	-.8	-13.9	-1.1	-1.1	-2.5
Mean adjustment (in percent)	2.7	3.4	3.0	1.4	3.2	3.1	2.7
Mean increase (in percent)	4.6	3.7	3.2	1.9	3.9	3.5	3.2
Mean decrease (in percent)	-10.1	-1.0	-1.5	-13.9	-7.0	-5.0	-6.7

Table 13. First year wage adjustments in settlements reached in 1985 covering 1,000 workers or more

Measure	All industries Percent of workers						
	January-March	April-June	July-September	October-December	January-June	January-September	January-December
All settlements...	100	100	100	100	100	100	100
No change..............	15	25	22	11	21	21	18
Decrease..............	9	5	7	2	7	7	5
Increase..............	76	70	71	87	72	72	77
Percent increase							
Under 2..............	12	19	32	1	16	22	15
2 and under 4..........	8	11	9	67	10	9	29
4 and under 6..........	28	27	22	8	28	25	19
6 and under 8..........	27	8	6	11	16	12	11
8 and over..............	1	5	3	1	3	3	2
Number of workers (in thousands)..........	387	550	573	797	937	1,509	2,307
Median adjustment							
Percent..............	4.1	2.3	1.8	2.2	3.5	1.9	2.2
Cents per hour.......	41.3	25.0	25.0	28.6	30.6	25.0	28.6
Median increase							
Percent..............	5.4	4.5	2.8	2.2	5.0	4.4	2.9
Cents per hour.......	58.5	49.7	26.3	28.6	50.0	47.0	29.7
Median decrease							
Percent..............	-8.6	-6.8	-10.0	-16.6	-8.4	-8.6	-10.0
Cents per hour.......	-174.0	-125.0	-107.0	-305.1	-144.0	-107.0	-125.0
Mean adjustment							
Percent..............	2.8	2.6	2.1	2.3	2.7	2.5	2.4
Cents per hour.......	22.2	31.7	26.5	25.9	27.7	27.3	26.8
Mean increase							
Percent..............	5.0	4.4	3.5	3.0	4.7	4.2	3.8
Cents per hour.......	57.4	55.9	48.0	36.0	56.5	53.3	46.6
Mean decrease							
Percent..............	-10.2	-8.9	-6.4	-16.4	-9.6	-8.4	-9.5
Cents per hour.......	-227.8	-148.2	-108.5	-255.1	-193.7	-160.1	-173.4
	Manufacturing Percent of workers						
	January-March	April-June	July-September	October-December	January-June	January-September	January-December
All settlements...	100	100	100	100	100	100	100
No change..............	16	38	46	5	26	32	14
Decrease..............	2	1	-	(1)	2	1	1
Increase..............	82	61	54	94	73	67	85
Percent increase							
Under 2..............	32	7	1	1	21	15	6
2 and under 4..........	19	10	23	88	15	17	65
4 and under 6..........	22	36	22	5	28	26	12
6 and under 8..........	8	5	7	-	7	7	2
8 and over..............	1	2	1	-	1	1	(1)

Table 13. Continued—First year wage adjustments in settlements reached in 1985 covering 1,000 workers or more

Measure	January-March	April-June	July-September	October-December	January-June	January-September	January-December
	Manufacturing Percent of workers						
Number of workers (in thousands)	111	83	91	578	194	285	863
Median adjustment							
Percent	2.5	2.7	2.0	2.2	2.5	2.0	2.2
Cents per hour	25.0	23.7	10.0	28.6	23.7	23.4	28.6
Median increase							
Percent	3.0	5.0	4.0	2.2	4.0	4.0	2.2
Cents per hour	31.1	38.2	41.6	28.6	35.0	35.0	28.6
Median decrease							
Percent	-17.8	-6.8	-	-6.5	-15.3	-15.3	-6.8
Cents per hour	-150.0	-79.0	-	-69.0	-150.0	-150.0	-79.0
Mean adjustment							
Percent	2.5	2.6	2.3	2.2	2.6	2.5	2.3
Cents per hour	27.4	25.9	22.4	27.4	26.8	25.4	26.8
Mean increase							
Percent	3.4	4.5	4.2	2.4	3.8	3.9	2.8
Cents per hour	37.0	44.4	41.4	29.3	39.6	40.1	32.1
Mean decrease							
Percent	-16.6	-6.8	-	-6.5	-13.4	-13.4	-10.9
Cents per hour	-162.2	-79.0	-	-69.0	-134.9	-134.9	-111.3
	Nonmanufacturing Percent of workers						
	January-March	April-June	July-September	October-December	January-June	January-September	January-December
All settlements	100	100	100	100	100	100	100
No change	15	23	17	25	20	19	20
Decrease	12	6	9	7	8	8	8
Increase	73	71	75	68	72	73	72
Percent increase							
Under 2	4	21	38	-	15	24	20
2 and under 4	3	11	6	9	8	8	8
4 and under 6	30	26	21	17	27	25	24
6 and under 8	34	8	6	39	18	13	17
8 and over	1	5	4	3	4	4	4
Number of workers (in thousands)	276	466	482	219	742	1,224	1,443
Median adjustment							
Percent	5.3	2.2	1.8	4.8	3.8	1.8	2.8
Cents per hour	58.5	25.1	25.0	46.2	35.4	25.0	26.0
Median increase							
Percent	5.9	4.5	1.8	6.0	5.2	4.7	5.0
Cents per hour	59.2	50.0	25.0	68.0	58.5	50.0	50.7
Median decrease							
Percent	-8.4	-6.3	-10.0	-18.4	-8.4	-8.4	-10.0
Cents per hour	-174.0	-125.0	-107.0	-305.0	-144.0	-107.0	-125.0
Mean adjustment							
Percent	2.9	2.6	2.0	2.5	2.8	2.5	2.5
Cents per hour	20.1	32.7	27.3	21.9	28.0	27.7	26.8
Mean increase							
Percent	5.7	4.4	3.4	5.4	4.9	4.3	4.5
Cents per hour	66.6	57.6	49.0	60.4	61.0	56.2	56.8
Mean decrease							
Percent	-9.8	-8.9	-6.4	-17.6	-9.4	-8.2	-9.4
Cents per hour	-231.8	-150.9	-108.5	-275.9	-196.7	-160.9	-175.9

1/ Less than 0.5 percent.

Table 14. Annual wage adjustments over life of contract for settlements reached in 1985 covering 1,000 workers or more

Adjustment	All industries Percent of workers						
	January-March	April-June	July-September	October-December	January-June	January-September	January-December
All settlements...	100	100	100	100	100	100	100
No change..............	14	10	5	23	11	9	12
Decrease...............	7	4	2	2	5	4	3
Increase...............	79	86	93	75	84	88	85
Percent increase							
Under 2................	9	14	25	34	13	18	21
2 and under 4..........	22	45	37	33	39	38	37
4 and under 6..........	27	25	26	7	25	26	22
6 and under 8..........	5	2	5	–	3	3	3
8 and over.............	16	1	1	1	4	3	2
Number of workers (in thousands)..........	235	779	716	463	1,014	1,730	2,193
Median adjustment							
Percent..............	3.9	3.6	3.1	1.8	3.6	3.6	3.2
Cents per hour.......	35.0	40.0	25.7	22.7	36.1	33.9	27.7
Median increase							
Percent..............	4.8	3.6	3.4	2.0	3.6	3.6	3.6
Cents per hour.......	38.9	50.0	28.5	24.1	45.8	39.7	35.2
Median decrease							
Percent..............	-5.7	-5.3	-1.3	-8.5	-5.7	-5.3	-5.3
Cents per hour.......	-73.0	-54.8	-17.9	-103.5	-54.8	-53.3	-54.8
Mean adjustment							
Percent..............	3.2	2.8	3.1	1.9	2.9	3.0	2.7
Cents per hour.......	34.2	36.0	36.0	21.7	35.6	35.7	32.8
Mean increase							
Percent..............	5.1	3.5	3.3	2.7	3.9	3.6	3.5
Cents per hour.......	56.0	45.2	39.3	31.6	47.5	43.9	41.6
Mean decrease							
Percent..............	-11.4	-6.3	-2.0	-6.8	-8.3	-6.6	-6.6
Cents per hour.......	-131.5	-79.4	-24.9	-83.1	-99.5	-79.7	-80.2
	Manufacturing Percent of workers						
	January-March	April-June	July-September	October-December	January-June	January-September	January-December
All settlements...	100	100	100	100	100	100	100
No change..............	26	7	2	33	13	7	14
Decrease...............	8	1	3	4	3	3	3
Increase...............	66	92	95	62	83	90	82
Percent increase							
Under 2................	20	32	40	49	28	35	39
2 and under 4..........	33	52	50	11	46	48	38
4 and under 6..........	8	8	4	2	8	6	5
6 and under 8..........	–	–	1	–	–	1	1
8 and over.............	4	–	–	–	1	1	(1)

Table 14. Continued—Annual wage adjustments over life of contract for settlements reached in 1985 covering 1,000 workers or more

Adjustment	Manufacturing Percent of workers						
	January-March	April-June	July-September	October-December	January-June	January-September	January-December
Number of workers (in thousands)	82	172	370	241	254	624	865
Median adjustment							
Percent	1.5	2.9	2.2	1.7	2.2	2.2	1.8
Cents per hour	21.0	18.8	21.6	15.0	18.8	21.2	18.0
Median increase							
Percent	2.8	3.0	2.2	1.8	3.0	2.2	2.2
Cents per hour	24.7	18.8	21.6	24.1	21.0	21.6	22.2
Median decrease							
Percent	-5.7	-2.3	-1.3	-8.5	-5.7	-2.3	-5.7
Cents per hour	-73.0	-27.3	-17.9	-103.5	-73.0	-22.8	-73.0
Mean adjustment							
Percent	1.6	2.3	2.3	.9	2.1	2.2	1.8
Cents per hour	16.3	19.7	19.3	10.9	18.6	19.0	16.8
Mean increase							
Percent	3.2	2.6	2.4	1.9	2.7	2.6	2.4
Cents per hour	33.4	21.9	20.9	23.2	24.8	22.4	22.6
Mean decrease							
Percent	-5.7	-2.4	-1.6	-6.8	-4.8	-3.1	-4.4
Cents per hour	-73.0	-25.3	-18.2	-83.1	-60.5	-38.0	-54.1
	Nonmanufacturing Percent of workers						
	January-March	April-June	July-September	October-December	January-June	January-September	January-December
All settlements	100	100	100	100	100	100	100
No change	8	11	7	12	11	10	10
Decrease	7	4	2	-	5	4	3
Increase	85	84	91	88	85	87	87
Percent increase							
Under 2	3	9	9	18	8	8	9
2 and under 4	17	43	23	56	37	33	37
4 and under 6	37	30	49	13	31	37	33
6 and under 8	8	3	8	-	4	5	4
8 and over	22	1	1	1	5	4	3
Number of workers (in thousands)	154	606	346	223	760	1,106	1,329
Median adjustment							
Percent	4.9	3.6	4.1	3.9	3.6	3.7	3.7
Cents per hour	36.1	50.0	50.7	35.4	50.0	50.0	50.0
Median increase							
Percent	4.9	3.7	4.7	3.9	3.7	4.0	3.9
Cents per hour	43.3	50.0	50.7	50.0	50.0	50.0	50.0
Median decrease							
Percent	-19.6	-5.3	-2.8	-	-5.4	-5.3	-5.3
Cents per hour	-221.1	-54.8	-37.1	-	-54.8	-54.8	-54.8
Mean adjustment							
Percent	4.0	3.0	3.9	2.9	3.2	3.4	3.3
Cents per hour	43.8	40.6	53.8	33.3	41.2	45.2	43.2
Mean increase							
Percent	5.9	3.8	4.4	3.3	4.3	4.3	4.1
Cents per hour	65.4	52.3	59.9	38.0	55.0	4.2	53.4
Mean decrease							
Percent	-14.8	-6.7	-2.6	-	-9.1	-8.1	-8.1
Cents per hour	-165.8	-84.2	-35.2	-	-108.7	-97.7	-97.7

1/ Less than 0.5 percent.

Table 15. Compensation and wage adjustments in construction settlements reached in 1985, covering 1,000 workers or more

Measure	First year adjustments Percent of workers	
	Compensation	Wages alone
All settlements	100	100
No change	20	31
Decreases1/	8	7
Increases	72	62
Under 2 percent	11	11
2 and under 4 percent	34	28
4 and under 6 percent	23	19
6 percent and over	4	4
Total number of workers (in thousands)	329	329
Mean adjustment (percent)	1.7	1.5
Median adjustment (percent)	2.7	2.0
Mean increase (percent)	3.4	3.6
Median increase (percent)	3.5	3.6
Mean decrease (percent)	-9.3	-10.1
Median decrease (percent)	-9.5	-10.4
	Average annual adjustments over life of contract Percent of workers	
	Compensation	Wages alone
All settlements	100	100
No change	16	24
Decreases1/	8	7
Increases	77	69
Under 2 percent	8	8
2 and under 4 percent	35	34
4 and under 6 percent	33	24
6 percent and over	1	2
Total number of workers (in thousands)	329	329
Mean adjustment (percent)	2.3	2.1
Median adjustment (percent)	2.8	2.7
Mean increase (percent)	3.5	3.6
Median increase (percent)	3.7	3.4
Mean decrease (percent)	-4.9	-5.4
Median decrease (percent)	-3.5	-2.8

1/ Distributions are not shown to protect confidentiality.
NOTE: Because of rounding, sums of individual employment items may not equal totals.

Table 16. Average wage adjustments in collective bargaining settlements covering 1,000 workers or more during 4-quarter periods

(In percent)

Measure	Four quarters ending							
	1984				1985			
	I	II	III	IV	I	II	III	IV
Wage-rate adjustments in-								
All industries								
First year	3.5	3.5	3.2	2.4	2.4	2.4	2.4	2.3
With COLA clauses	4.0	4.6	4.5	2.9	2.5	2.3	1.9	1.6
Without COLA clauses	3.0	2.7	2.3	2.1	2.4	2.4	2.7	2.7
Annual over life of contract	3.0	3.1	2.8	2.4	2.3	2.4	2.5	2.7
With COLA clauses	2.6	2.9	2.8	1.8	1.3	1.5	1.8	2.5
Without COLA clauses	3.4	3.2	2.8	2.7	2.8	2.8	3.0	2.8
Manufacturing								
First year	2.6	3.0	2.6	2.3	2.1	2.0	1.5	.8
With COLA clauses	2.4	3.2	1.5	2.1	2.0	1.9	1.5	.8
Without COLA clauses	2.9	2.8	3.7	2.9	2.5	2.2	1.5	.9
Annual over life of contract	2.8	3.1	2.8	1.5	1.4	1.5	1.6	1.8
With COLA clauses	2.2	2.8	1.8	1.0	.9	1.0	1.4	2.1
Without COLA clauses	3.7	3.6	3.8	3.3	3.2	3.0	2.4	1.6
Nonmanufacturing								
First year	3.8	3.7	3.3	2.5	2.6	2.7	3.2	3.3
With COLA clauses	4.9	5.2	5.4	5.5	5.1	4.3	4.0	3.6
Without COLA clauses	3.0	2.6	2.1	2.0	2.4	2.5	3.0	3.3
Annual over life of contract	3.1	3.0	2.8	2.9	2.8	2.9	3.3	3.3
With COLA clauses	2.9	3.0	3.1	4.8	4.0	3.8	3.9	3.6
Without COLA clauses	3.3	3.0	2.6	2.6	2.7	2.8	3.2	3.3
Construction								
First year	1.2	.8	.9	.5	.9	1.1	1.0	1.5
With COLA clauses	.1	-.4	4.0	4.0	4.6	9.2	(1)	(1)
Without COLA clauses	1.4	.9	.9	.4	.8	1.0	(1)	(1)
Annual over life of contract	2.0	1.7	1.4	1.0	1.4	1.7	1.7	2.1
With COLA clauses	.7	.0	1.4	1.4	1.7	4.6	(1)	(1)
Without COLA clauses	2.2	1.8	1.4	1.0	1.4	1.7	(1)	(1)

1/ Data by COLA clause coverage do not meet publication standards.

Table 17. Average effective wage adjustments in collective bargaining agreements covering 1,000 workers or more during 4-quarter periods

(In percent)

Effective adjustment	Four quarters ending							
	1984				1985			
	I	II	III	IV	I	II	III	IV
For all workers-								
Total	4.7	4.3	4.2	3.7	3.6	3.5	3.5	3.3
From current settlements	1.2	1.0	1.0	.8	.7	.9	.9	.7
From prior agreements	2.5	2.2	2.1	2.0	2.2	1.9	1.8	1.8
From COLA	1.0	1.1	1.2	.9	.7	.7	.8	.7
For workers receiving adjustments-								
Total	5.5	5.3	5.0	4.4	4.5	4.2	4.3	4.1
From current settlements	4.2	3.6	3.7	3.0	2.9	2.9	2.8	3.4
From prior agreements	5.5	4.9	4.2	4.0	4.2	3.9	3.7	3.7
From COLA	3.6	4.0	3.2	2.7	2.3	2.3	2.8	2.2

Table 18. Median wage adjustments in collective bargaining units covering 1,000 workers or more, 1954-85

Year[1]	All industries				Manufacturing				Nonmanufacturing			
	All		Agreements with increases		All		Agreements with increases		All		Agreements with increases	
	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent
	First year adjustments in settlements reached in year											
1954	5.6	[2]3.1	5.7	-	5.6	-	5.7	-	5.6	-	5.6	-
1955	10.1	[2]5.4	10.3	-	9.4	-	9.5	-	13.3	-	13.9	-
1956	10.7	[2]5.4	10.7	-	10.7	-	10.7	-	10.5	-	10.6	-
1957	10.1	[2]4.9	10.4	-	9.9	-	10.4	-	10.4	-	10.4	-
1958	8.6	3.9	8.8	-	7.1	-	7.2	-	9.7	-	9.8	-
1959	8.8	3.9	8.8	3.9	7.3	3.5	7.4	3.7	8.8	4.0	8.9	4.0
1960	8.5	3.2	8.7	3.2	8.7	3.2	8.9	3.2	7.4	3.3	7.5	3.3
1961	6.9	2.8	7.0	2.9	6.0	2.4	6.5	2.5	9.0	3.6	10.0	3.6
1962	7.0	2.9	8.0	3.6	5.0	2.4	6.8	2.9	10.2	4.0	10.2	4.1
1963	7.4	3.0	8.5	3.4	6.8	2.5	8.0	3.0	8.5	3.4	9.5	3.5
1964	8.4	3.2	9.0	3.2	5.7	2.0	6.0	2.2	10.0	3.6	10.0	3.6
1965	10.0	3.8	10.0	3.9	10.0	4.0	10.0	4.1	11.0	3.7	11.0	3.7
1966	12.7	4.8	12.8	4.8	10.2	4.2	10.3	4.2	14.5	5.0	14.6	5.0
1967	16.0	5.6	16.1	5.7	17.5	6.4	18.0	6.4	15.0	5.0	15.0	5.0
1968	23.5	7.2	23.5	7.2	23.5	6.9	23.5	6.9	23.6	7.5	23.6	7.5
1969	25.0	8.0	25.0	8.0	21.4	7.0	21.5	7.0	36.8	10.0	36.8	10.0
1970	32.9	10.0	32.9	10.0	26.3	7.5	26.3	7.5	56.0	14.2	56.0	14.2
1971	44.1	12.2	44.1	12.5	38.4	10.0	39.0	10.1	44.1	12.8	44.1	13.0
1972	28.0	6.3	28.0	6.6	23.3	6.2	24.0	6.2	31.6	6.6	32.3	6.6
1973	26.4	5.5	26.4	5.5	26.4	5.6	26.4	5.6	30.0	5.5	30.0	5.5
1974	45.0	9.0	45.0	9.0	40.0	7.7	40.0	7.7	51.3	9.2	52.0	9.3
1975	61.7	10.0	65.0	10.0	42.0	9.0	45.0	9.2	70.0	10.0	70.0	10.2
1976	45.6	8.5	49.0	8.7	40.0	8.8	40.0	8.8	60.0	8.2	65.0	8.6
1977	50.0	8.0	50.0	8.0	57.9	8.5	60.0	8.6	49.5	8.0	49.5	8.0
1978	50.5	7.3	52.0	7.5	46.0	8.1	46.0	8.2	53.3	7.0	54.0	7.0
1979	50.0	7.7	50.0	7.9	45.7	7.0	45.7	7.0	80.0	8.5	83.0	8.7
1980	80.0	9.4	[r]80.4	9.4	51.3	6.6	51.6	6.6	81.8	9.4	81.8	9.4
1981[3]	95.1	11.0	104.5	11.0	66.2	9.6	69.9	10.2	117.9	11.3	120.0	11.3
1982	25.0	3.7	68.2	7.1	.0	.0	38.5	5.9	50.7	5.5	72.0	7.5
1983	39.7	3.7	61.9	5.8	.0	.0	46.7	5.2	57.7	5.6	61.9	5.8
1984	28.6	2.2	29.7	2.9	28.6	2.2	28.6	2.2	26.0	2.8	50.7	5.0
1985	29.4	2.3	50.0	4.0	.0	.0	28.8	2.3	50.0	3.9	50.0	4.5
	Annual rate of adjustment over life of contract for settlements reached in year											
1963	-	-	-	2.5	-	-	-	-	-	-	-	-
1964	-	-	-	3.0	-	-	-	-	-	-	-	-
1965	-	-	-	3.3	-	-	-	-	-	-	-	-
1966	-	3.9	-	3.9	-	3.8	-	3.8	-	3.9	-	3.9
1967	14.7	5.0	14.7	5.0	14.5	5.1	14.5	5.1	14.7	5.0	14.7	5.0
1968	17.2	5.2	17.2	5.2	17.0	4.9	17.0	4.9	20.1	5.9	20.1	5.9
1969	21.2	6.8	21.2	6.8	15.8	5.8	15.8	5.8	32.6	8.5	32.6	8.5
1970	31.4	8.1	31.4	8.1	19.0	5.8	19.0	3.8	47.3	12.1	47.3	12.1
1971	31.7	8.0	31.9	8.0	27.6	7.4	28.0	7.5	38.8	8.4	38.9	8.5
1972	25.4	6.0	25.6	6.0	21.0	5.6	21.1	5.6	30.7	6.6	31.6	6.7
1973	23.3	5.2	23.3	5.2	20.6	5.0	20.6	5.0	31.4	5.5	31.7	5.5
1974	33.6	6.6	33.6	6.6	27.9	5.3	27.9	5.3	41.7	7.7	41.8	7.7
1975	47.2	7.4	49.1	7.4	33.6	7.4	34.5	7.5	52.2	7.4	52.2	7.4
1976	38.6	7.0	39.3	7.1	29.3	6.0	29.3	6.1	55.0	7.1	55.0	7.1
1977	33.0	5.0	33.0	5.0	32.9	4.5	32.9	4.5	41.5	5.5	42.5	5.5
1978	47.7	6.8	48.3	6.9	37.2	6.8	37.3	6.8	50.2	6.7	51.2	7.0
1979	43.7	5.1	43.7	5.1	33.6	4.0	33.6	4.0	51.0	6.2	51.0	6.2
1980	47.3	6.3	47.3	6.3	41.1	4.2	41.1	4.2	62.0	8.1	62.4	8.1
1981[3]	72.2	9.0	78.1	9.0	53.8	8.4	54.7	9.3	105.5	9.5	110.2	9.6
1982	33.2	3.8	48.3	5.4	17.6	2.0	36.7	4.9	54.8	5.3	61.9	6.0
1983	31.8	2.9	32.2	3.0	12.7	1.0	34.1	3.1	31.8	2.9	31.8	2.9
1984	24.3	2.3	31.7	2.9	9.8	.8	9.8	.8	41.9	3.1	49.6	4.2
1985	27.7	3.2	35.2	3.6	18.8	1.8	22.2	2.2	50.0	3.7	50.0	3.9
	Adjustments effective in year (all agreements)											
1956	-	-	10.3	-	-	-	-	-	-	-	-	-
1957	-	-	12.7	-	-	-	11.5	-	-	-	14.0	-
1958	12.5	-	12.6	-	-	-	-	-	-	-	-	-
1959	7.8	3.5	8.8	3.6	8.4	3.5	9.1	3.7	7.0	3.1	7.6	3.4
1960	8.5	3.3	9.4	3.6	9.0	3.3	9.4	3.7	7.0	3.2	8.5	3.7
1961	6.2	2.7	8.0	3.1	6.9	2.7	8.0	3.0	5.7	2.6	9.0	3.6
1962	7.3	2.8	9.0	3.4	6.5	2.6	8.0	3.0	10.0	3.5	10.2	3.8
1963	7.5	2.9	9.4	3.4	7.5	2.7	9.0	3.2	7.4	3.2	10.0	3.7
1964	7.1	2.7	8.5	3.2	5.5	2.0	7.0	2.6	9.2	3.5	10.0	3.6
1965	9.2	3.4	10.0	3.5	10.0	3.4	10.0	3.7	9.0	3.4	9.6	3.4
1966	10.0	3.6	12.4	4.0	9.9	3.3	12.0	4.2	11.6	3.8	12.7	3.9
1967	12.9	4.4	15.0	4.8	12.0	4.0	12.0	4.4	14.9	4.8	18.0	5.2
1968	19.0	5.5	19.2	5.7	18.2	5.2	19.0	5.4	20.0	6.0	21.8	6.5
1969	19.0	5.1	19.1	5.1	17.5	5.0	18.0	5.0	20.0	5.2	20.0	5.6
1970	25.4	7.3	27.5	7.8	20.0	6.0	20.6	6.0	37.5	8.3	42.5	9.7
1971	31.3	8.0	37.8	9.2	25.3	6.3	27.1	6.6	44.1	10.7	45.1	12.1
1972	25.6	6.0	26.0	6.4	23.0	5.2	23.0	5.4	30.4	7.2	40.1	7.6
1973	34.3	7.3	35.5	7.4	30.0	7.3	30.2	7.4	36.2	7.2	36.2	7.5
1974	43.3	9.5	45.0	9.6	46.0	11.1	46.8	11.3	42.5	8.0	42.5	8.2
1975	53.7	8.6	53.7	8.6	53.3	8.6	53.7	8.6	55.2	8.6	55.2	8.8
1976	48.6	8.1	50.0	8.2	50.0	8.2	50.0	8.4	48.6	8.0	49.0	8.1
1977	54.0	8.0	54.7	8.0	53.0	8.1	53.0	8.1	54.2	8.0	55.0	8.0
1978	60.0	8.5	60.0	8.5	60.0	8.9	60.0	8.9	60.0	8.4	60.0	8.5
1979	76.0	9.0	77.5	9.2	74.0	10.5	76.0	10.6	77.6	8.2	79.1	8.2
1980	81.8	10.7	82.0	10.8	90.8	10.8	90.8	10.9	81.8	10.5	81.8	10.7
1981[3]	101.1	10.5	101.7	10.6	99.4	10.6	103.0	10.6	101.7	10.0	101.7	10.2
1982	67.4	6.7	70.0	7.1	55.7	5.8	60.0	5.9	75.0	7.7	77.3	7.9
1983	45.0	4.7	60.0	5.5	40.0	3.6	40.0	4.1	61.9	5.5	63.5	5.7
1984	40.9	3.8	42.9	4.5	40.0	4.5	42.0	4.9	42.9	3.8	45.0	4.0
1985	40.0	3.5	50.0	4.1	31.0	2.4	35.0	3.2	50.0	4.1	51.9	4.4

- Data not available.

[1] For years prior to 1966, the construction, service, finance, insurance and real estate industries were excluded.

[2] Estimated.

[3] Data prior to 1981 exclude unscheduled contract reopeners. This exclusion did not affect any published data.

[r] = revised.

Table 19. Mean wage adjustments in major collective bargaining units, 1968-85

Year	All industries				Manufacturing				Nonmanufacturing			
	All		Agreements with increases		All		Agreements with increases		All		Agreements with increases	
	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent
	First year adjustments in settlements reached in year											
1968	24.3	7.4	24.4	7.4	21.9	7.0	21.9	7.1	26.7	7.8	26.7	7.8
1969	32.5	9.2	32.7	9.3	23.0	7.9	23.0	7.9	43.0	10.8	43.4	10.9
1970	48.8	11.9	48.9	11.9	28.2	8.1	28.2	8.1	67.1	15.2	67.2	15.2
1971	45.7	11.6	46.4	11.7	40.8	10.9	41.3	11.0	50.4	12.2	51.2	12.4
1972	32.5	7.3	33.4	7.5	24.2	6.6	24.7	6.7	37.6	7.8	38.7	8.0
1973	28.8	5.8	29.2	5.9	25.4	5.9	25.6	6.0	31.6	5.7	32.2	5.8
1974	55.0	9.8	55.3	9.9	41.0	8.7	41.3	8.7	62.8	10.5	63.2	10.5
1975	63.5	10.2	66.2	10.6	45.9	9.8	47.2	10.1	70.0	10.4	73.3	10.9
1976	51.9	8.4	54.3	8.7	47.9	8.9	48.1	9.0	56.2	7.7	61.5	8.5
1977	55.0	7.8	56.6	8.0	53.6	8.4	55.1	8.6	56.1	7.4	57.7	7.6
1978	58.4	7.6	59.9	7.8	50.0	8.3	50.3	8.4	61.0	7.4	62.9	7.6
1979	62.7	7.4	65.5	7.7	48.5	6.9	48.6	6.9	80.4	8.0	88.9	8.8
1980[1]	87.9	9.5	88.2	9.5	60.3	7.4	60.6	7.4	107.1	10.9	107.5	11.0
1981	98.4	9.8	113.9	11.2	50.1	7.2	69.7	9.4	122.9	11.2	134.4	12.0
1982	39.3	3.8	74.0	7.0	22.5	2.8	51.6	6.3	57.9	4.8	92.2	7.6
1983	25.7	2.6	65.3	5.8	-4.5	.4	54.6	5.7	42.0	3.8	68.8	5.8
1984	26.8	2.4	46.6	3.8	26.8	2.3	32.1	2.8	26.8	2.5	56.8	4.5
1985	28.1	2.3	50.0	4.2	9.0	.8	29.0	2.6	40.6	3.3	57.8	4.7
	Annual rate of adjustment over life of contract for settlements reached in year											
1968	20.6	5.9	20.6	5.9	16.8	5.2	16.8	5.2	24.3	6.5	24.3	6.5
1969	30.1	7.6	30.2	7.6	18.6	6.0	18.6	6.0	42.8	9.3	42.8	9.3
1970	39.9	8.9	40.0	9.0	22.1	6.0	22.1	6.0	55.7	11.5	55.8	11.6
1971	34.7	8.1	34.9	8.2	29.0	7.3	29.3	7.4	40.2	8.9	40.3	8.9
1972	29.6	6.4	30.2	6.5	21.1	5.6	21.3	5.7	34.8	6.9	35.6	7.0
1973	26.9	5.1	27.0	5.2	21.9	4.9	22.0	4.9	31.0	5.3	31.2	5.4
1974	44.2	7.3	44.3	7.3	30.7	6.1	30.8	6.2	51.8	8.0	51.9	8.0
1975	52.8	7.8	54.4	8.1	38.9	8.0	40.0	8.2	57.8	7.8	59.7	8.0
1976	43.7	6.4	44.9	6.6	33.7	6.0	33.8	6.1	54.1	6.8	57.0	7.2
1977	44.3	5.8	45.2	5.9	36.5	5.5	37.4	5.7	49.7	6.0	50.5	6.1
1978	53.0	6.4	54.1	6.6	41.3	6.6	41.5	6.6	56.6	6.4	58.1	6.5
1979	54.2	6.0	54.2	6.0	39.2	5.4	39.2	5.4	73.0	6.8	73.0	6.8
1980[1]	71.3	7.1	71.4	7.1	46.0	5.4	46.1	5.5	89.0	8.3	89.0	8.3
1981	86.4	7.9	94.7	8.6	45.0	6.1	57.1	7.5	107.4	8.8	112.4	9.1
1982	38.2	3.6	61.6	5.7	21.5	2.6	42.8	5.2	56.7	4.7	75.7	6.2
1983	34.7	2.8	51.9	4.2	20.8	2.1	40.1	4.0	42.2	3.2	56.2	4.3
1984	29.9	2.4	40.8	3.1	17.3	1.5	18.8	1.7	37.5	2.9	56.3	4.2
1985	32.8	2.7	41.6	3.5	16.8	1.8	22.6	2.4	43.2	3.3	53.4	4.1
	Adjustments effective in year (all agreements)											
1968	20.4	6.0	21.9	6.4	17.9	5.7	19.1	6.0	23.0	6.3	24.8	6.8
1969	23.4	6.5	25.1	7.0	17.5	5.4	18.6	5.7	29.4	7.7	31.6	8.3
1970	35.7	8.8	38.0	9.4	24.8	7.1	26.2	7.5	46.1	10.5	49.7	11.3
1971	40.4	9.2	45.3	10.3	30.4	8.0	33.2	8.7	49.6	10.3	56.8	11.8
1972	30.3	6.6	34.5	7.5	23.1	5.6	24.9	6.1	36.5	7.4	43.6	8.9
1973	34.1	7.0	36.1	7.4	32.3	7.3	33.1	7.4	35.7	6.7	38.8	7.3
1974	50.1	9.4	51.3	9.6	49.8	10.3	50.7	10.5	50.4	8.6	51.8	8.9
1975	52.2	8.7	53.9	9.0	45.5	8.5	46.4	8.7	57.5	8.9	60.1	9.3
1976	51.4	8.1	53.2	8.3	47.4	8.5	48.4	8.7	54.5	7.7	57.0	8.1
1977	56.6	8.0	57.9	8.1	53.0	8.4	54.1	8.6	59.4	7.6	60.7	7.8
1978	61.5	8.2	63.0	8.4	58.2	8.6	59.0	8.7	64.0	7.9	66.0	8.1
1979	75.7	9.1	77.6	9.3	71.8	9.6	73.7	9.8	78.8	8.8	80.7	9.0
1980[1]	90.2	9.9	92.0	10.1	84.7	10.2	86.0	10.4	94.4	9.7	96.6	9.9
1981	96.8	9.7	99.4	10.0	88.0	9.8	92.1	10.2	103.5	9.8	104.8	9.8
1982	77.0	6.8	82.4	7.2	50.6	5.2	54.8	5.6	95.6	7.9	101.5	8.3
1983	44.8	4.0	66.3	5.8	23.4	2.7	46.3	4.7	59.8	4.8	81.2	6.6
1984	42.4	3.7	55.6	4.7	46.2	4.3	51.3	4.8	40.0	3.3	58.9	4.7
1985	42.5	3.3	54.9	4.2	32.7	2.8	42.2	3.6	48.7	3.6	63.1	4.6

[1] Data prior to 1981 exclude unscheduled contract reopeners. This exclusion did not affect any published data.

Table 20. Percent adjustments in compensation in settlements covering 5,000 workers or more, 1965-85

Year	All industries		Manufacturing		Nonmanufacturing	
	Mean adjustment	Median adjustment	Mean adjustment	Median adjustment	Mean adjustment	Median adjustment
	First year adjustments in settlements reached in year					
1966	6.1	5.8	5.6	5.6	6.9	6.0
1967	7.4	7.3	8.4	9.0	6.5	4.9
1968	8.7	8.1	8.7	8.1	8.6	8.2
1969	10.9	10.9	9.6	8.8	12.3	11.8
1970	13.1	12.0	9.9	8.8	15.9	14.0
1971	13.1	13.9	11.7	13.5	14.1	16.0
1972	8.5	7.9	8.5	8.2	8.5	7.9
1973	7.1	6.8	7.0	5.9	7.1	7.0
1974	10.7	10.5	8.8	7.0	11.6	10.5
1975	11.4	11.4	10.4	11.3	11.6	11.9
1976	8.5	8.7	8.7	8.0	8.3	9.1
1977	9.6	9.8	9.9	9.8	9.4	11.0
1978	8.3	7.4	8.5	8.2	8.3	7.1
1979	9.0	8.8	9.2	8.1	8.7	10.5
1980 1/	10.4	10.3	9.1	9.3	11.3	11.3
1981	10.2	10.8	7.3	10.8	11.6	11.3
1982	3.2	1.3	2.5	.2	4.3	3.7
1983	3.4	5.6	.5	.0	4.9	5.7
1984	3.6	3.7	3.5	3.7	3.7	5.9
1985	2.6	3.0	1.2	.7	3.7	3.6
	Annual rate of adjustment over life of contract for settlements reached in year					
1965 2/	-	3.3	-	-	-	-
1966	4.1	4.0	4.1	3.8	4.2	4.1
1967	5.1	5.2	5.1	5.2	5.2	4.8
1968	6.5	6.0	5.9	5.9	7.1	6.5
1969	8.2	7.4	6.6	6.6	9.7	9.6
1970	9.1	8.4	6.2	5.5	11.5	11.7
1971	8.8	9.0	7.7	8.8	9.5	9.0
1972	7.4	6.9	6.3	6.2	7.9	7.9
1973	6.1	5.5	6.0	5.5	6.2	6.1
1974	7.8	6.5	6.7	6.2	8.3	7.2
1975	8.1	7.8	9.2	11.3	7.8	7.8
1976	6.6	7.1	6.1	5.0	7.2	7.7
1977	6.2	5.8	5.8	5.1	6.5	5.8
1978	6.3	6.5	6.6	6.5	6.3	6.5
1979	6.6	6.2	6.5	5.8	6.8	6.4
1980 1/	7.1	5.6	5.9	5.0	7.8	5.8
1981	8.3	8.7	6.8	10.0	9.0	8.7
1982	2.8	2.1	2.0	-.5	3.9	3.4
1983	3.0	3.0	1.9	.0	3.6	3.0
1984	2.8	2.2	1.9	1.7	3.5	3.9
1985	2.7	2.6	1.9	2.0	3.4	3.5

1/ Data prior to 1981 exclude unscheduled contract reopeners. This exclusion did not affect any published data.

2/ Coverage limited to settlements for 10,000 workers or more in 1965, and excluded the construction, service, finance, insurance and real estate industries.

- Data not available.

Calendar of Features

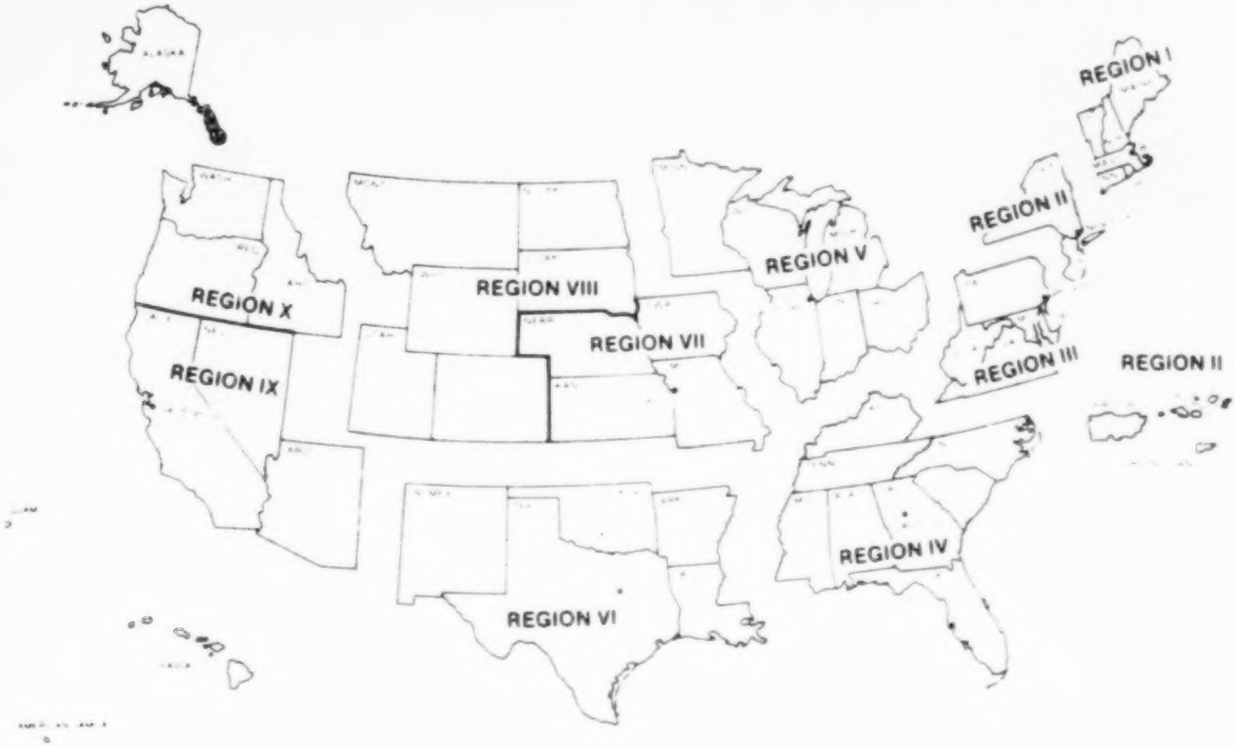
In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1985									1986		
	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.
Major bargaining settlements in private industry		x	x			x						
State and local government settlements		x				x						
Employment Cost Index quarterly article			x			x			x			x
Employment Cost Index historical table		x										
Major work stoppages in 1985												x
Other articles								x[1]				x[2]
Index to wage and benefit changes in preceding year											x	

[1] Collective bargaining activity in 1986.

[2] Union membership of employed wage and salary workers.

Bureau of Labor Statistics Regional Offices


REGION I
REGION II
REGION III
REGION II
REGION IV
REGION V
REGION VI
REGION VII
REGION VIII
REGION IX
REGION X

Region I
John F. Kennedy Federal Building
Government Center
Boston, Mass. 02203
Phone: (617) 223-6761

Region II
Suite 3400
1515 Broadway
New York, N.Y. 10036
Phone: (212) 944-3121

Region III
3535 Market Street
P.O. Box 13309
Philadelphia, Pa. 19101
Phone: (215) 596-1154

Region IV
1371 Peachtree Street, N.E.
Atlanta, Ga. 30367
Phone: (404) 347-4418

Region V
9th Floor
Federal Office Building
230 S. Dearborn Street
Chicago, Ill. 60604
Phone: (312) 353-1880

Region VI
Federal Building
525 Griffin St., Rm. 221
Dallas, Tex. 75202
Phone: (214) 767-6971

Regions VII and VIII
911 Walnut Street
Kansas City, Mo. 64106
Phone: (816) 374-2481

Regions IX and X
450 Golden Gate Avenue
Box 36017
San Francisco, Calif. 94102
Phone: (415) 556-4678

U.S. Department of Labor
Bureau of Labor Statistics
Washington, D.C. 20212

Official Business
Penalty for private use, $300

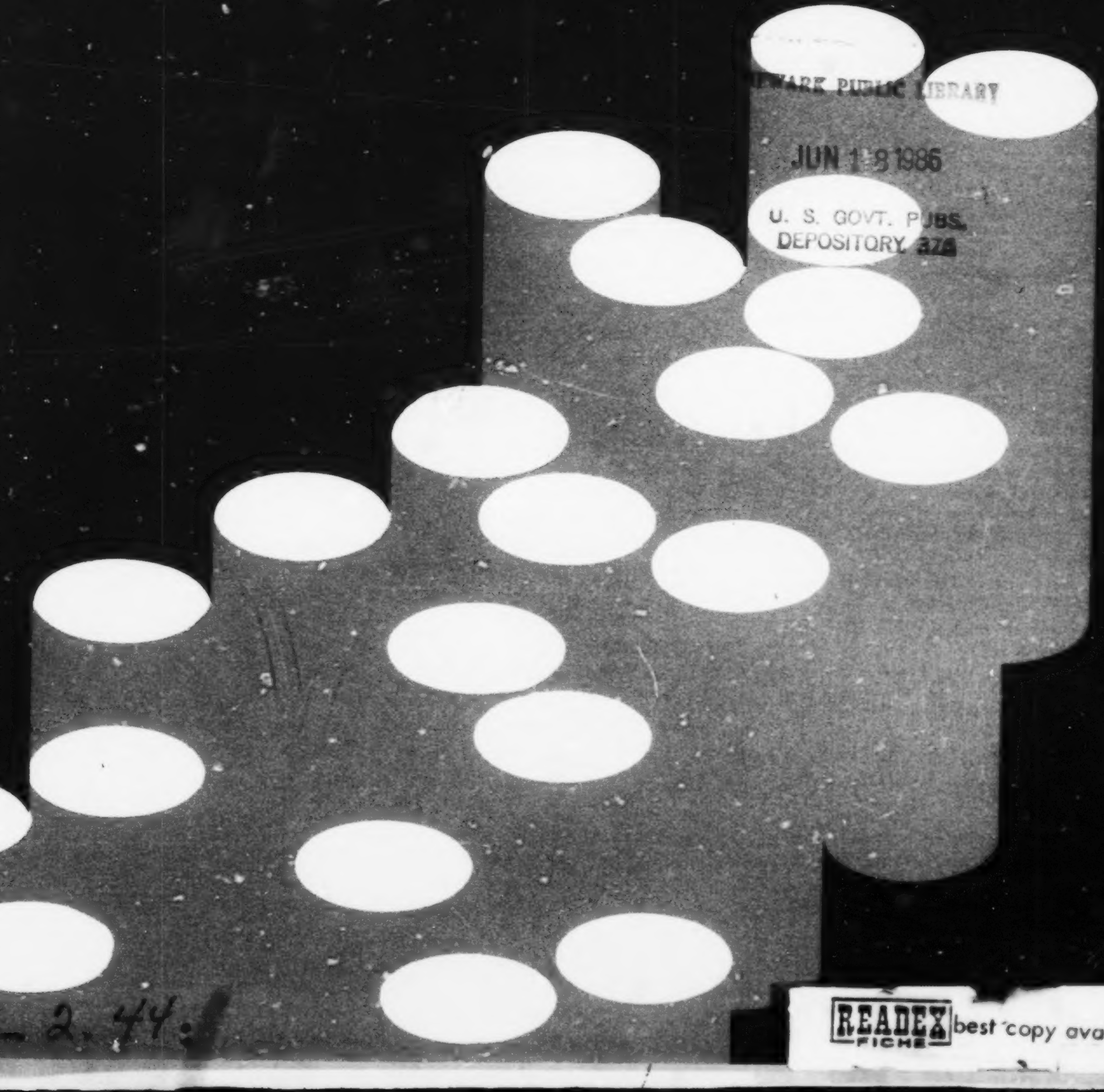
Second-Class Mail
Postage and Fees Paid
U.S. Department of Labor
ISSN 0192-8163

38/5

CWD

CURRENT WAGE DEVELOPMENTS

U.S. Department of Labor
Bureau of Labor Statistics
May 1986



EWARK PUBLIC LIBRARY
JUN 18 1986
U. S. GOVT. PUBS.
DEPOSITORY 374

2.44:

READEX FICHE best copy available

U.S. DEPARTMENT OF LABOR
William E. Brock, Secretary

BUREAU OF LABOR STATISTICS
Janet L. Norwood, Commissioner

Office of Wages and Industrial Relations
George L. Stelluto, Associate Commissioner

Current Wage Developments is a monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. It is prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

This publication is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $21 domestic; $26.25 foreign. Single copy $2 domestic; $2.50 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through May 30, 1987. Second-class postage paid at Washington, D.C. and at additional mailing offices.

Unless identified as copyrighted, articles and tabulations in this publication are in the public domain and may be reproduced without permission of the Federal Government. Please credit *Current Wage Developments*, Bureau of Labor Statistics.

ISSN 0192-8163

Current Wage Developments

May 1986 (Includes data through April 1986)
Volume 38 Number 5

Editors: George Ruben, Olivia G. Amiss

In this issue:

36 Employment Cost Index historical tables
54 Major collective bargaining settlements in private industry, first 3 months of 1986
61 State and local government collective bargaining settlements, 1985

1 **Wage Highlights**
5 **Selected wage and benefit changes**
5 **Manufacturing**
5 Food and kindred products
5 Lumber and wood products
5 Furniture and fixtures
6 Paper and allied products
6 Chemicals and allied products
6 Petroleum and coal products
6 Rubber and miscellaneous plastics products
7 Fabricated metal products
7 Machinery, except electrical
7 Electrical and electronic equipment
8 Transportation equipment
9 Miscellaneous manufacturing
9 **Nonmanufacturing**
9 Mining
10 Construction
14 Transportation and public utilities
16 Wholesale and retail trade
16 Finance, insurance, and real estate
17 Services
19 Public administration
21 **Work stoppages**
23 **Major agreements expiring in June**
27 **Statistics on compensation changes**
27 Definition of terms
29 Tables
67 **Calendar of features**

Wage Highlights

Steel accords. The first round of negotiations in the steel industry since the 1985 breakup of the industry's pattern-setting bargaining association led off with settlements at LTV Steel Co. and National Steel Corp. In keeping with the Steelworkers' acknowledgement that the severity of problems afflicting the industry varies from company to company, the union agreed to different terms at LTV Steel and National Steel. In the past, the Coordinating Committee Steel Cos., comprising U.S. Steel Corp. and other large companies, had negotiated uniform terms that were followed by nonmember companies. A recent deviation from the pattern terms occurred in 1985, when Wheeling-Pittsburgh Steel Corp. negotiated a substantial permanent cut in wages and benefits. Afterwards, U.S. Steel and other producers said that in their 1986 negotiations they would seek similar compensation cuts in order to maintain production cost parity with Wheeling-Pittsburgh. Steelworkers' President Lynn Williams disagreed, saying that each settlement would be tailored to the condition of the particular company.

At LTV Steel, which has suffered $1.7 billion in operating losses since 1982, including $227 million in 1985, the union agreed to an average $1.14 cut in pay plus a $2.01 cut in benefits. LTV estimated that it would also save an additional 45 cents an hour in indirect costs because it will pay less social security and other taxes and benefit from lower administrative costs. In addition to the $1.14 cut in pay, the employees will forgo the final increment of the pay restoration required to bring wages back to the level that prevailed prior to the 1983 settlements in the industry, which called for a temporary pay cut of $1.25 an hour. The final increment (45 cents an hour) was restored to employees of the other companies on February 1, 1986, as scheduled but the payment date had been postponed to April 1, 1986, at LTV Steel as a result of a 1986 contract modification. (See *Current Wage Developments,* March 1986, p. 1.)

In return for the $3.15 in direct savings, LTV agreed to a Profit-Sharing and Stock Ownership Plan that will give the employees a "dollar-for-dollar payback in equity" for their sacrifice, according to Williams. He also said that the accord provides for "guaranteed job security opportunities and more worker involvement in decisionmaking at all levels of company policy."

Under the new plan, employees' weekly pay statements will indicate their accumulating wage and benefit sacrifices. In April of each year, they will receive the accrued value from company profits, if any. The cash available for distribution will equal 10 percent of the first $100 million of LTV Steel profits plus 20 percent of all profits in excess of $100 million. If profits are insufficient, the workers will receive the balance in dividend-bearing shares of the LTV Steel preferred stock. After 2 years, the shares can be exchanged for common shares of the parent LTV Corp. at $16 a share or sold.

One of the major issues in the negotiations was resolved by adoption of a restriction on subcontracting of work based on the principle that work (except new construction) that can be performed by members of the bargaining unit shall be performed by them. To bypass the prohibition, the company must prove that proposed subcontracting is consistent with past practice and it must pass a "reasonableness test" that excludes comparisons of costs.

Also, in return for the wage and benefit cuts, LTV Steel agreed to a program of monitoring overtime levels and to give the local union a monthly accounting of the amount and reasons for overtime work.

In a related job security provision, the company agreed not to sell or transfer a plant covered by the agreement unless the new owner recognizes the unit as bargaining agent. Also, the new owner must negotiate an agreement acceptable to the union before the sale can be completed. In addition to the pay cut, the other cost cuts accepted by the union include:

- A reduction in shift premiums to 20 cents an hour, from 30, for the second shift and to 30 cents, from 40, for the third shift.

- Suspension of the cost-of-living pay adjustment provision.

- Elimination of 3 of the 10 paid holidays.

- Elimination of 1 week of paid vacation for all employees currently eligible for at least 2 weeks.

- Elimination of vision care benefits.

- A reduction in sickness and accident benefits, to a range of $175-$229 a week.

The settlement covered 30,500 employees—including 8,500 on layoff—in 24 plants in seven States.

The National Steel contract, negotiated early in April and ratified later in the month, differed markedly from the LTV Steel contract, apparently reflecting National's smaller losses. National, which is half owned by the Nippon Kokan KK steel company of Japan, lost $88 million in 1985, including $27.2 million in the fourth quarter. Reportedly, National Steel did not require compensation cuts as large as LTV Steel because National has already closed a higher proportion of its inefficient facilities.

The 39-month accord provides for a 42-cents-an-hour pay reduction, including suspension of the 11 cents cost-of-living adjustment that had gone into effect on February 1, 1986. Also, the employees will receive no further cost-of-living adjustments during the agreement. However, they will receive annual bonuses under a new profit-sharing plan. The distributions will range from 50 cents per hour worked during the year if the company loses money, to a maximum of $1.75 per hour if its net income is $300 million or more.

The workers also will be eligible for quarterly bonuses based on future increases in productivity. The separate plans at each of the three locations are based on any local increase in tons shipped per worker, local cuts in the work force, and corporate-wide cuts in the work force. The three factors, weighted 30, 20, and 50 percent, respectively, will be compared with a base level to determine possible improvements in productivity. The quarterly payouts will range from 1 percent of each employee's pay if the productivity rise is 1 to 5 percent, to 17 percent if the rise is 60 percent.

From the union's viewpoint, probably the most important contract provision is a new employment security plan which prohibits layoffs during the contract term. Workers who would otherwise have been laid off will be placed in an employment security pool for retraining or a new assignment.

In another change important to the employees, the contract provides that "work capable of being performed by bargaining unit members shall be performed by (them)." Further, the company cannot contract out work "unless it demonstrates that such work meets one of the (limited) expectations." Similarly, contractors cannot perform work in the National Steel plants unless the work has consistently been performed by contractors in the past and the company can prove that it is less costly for the contractor than plant employees to perform the work.

Other contract terms include—

- Tighter restrictions on use of overtime.

- Assurance that all employees not in the bargaining unit will make sacrifices equal to those made by those in the unit.

- Personnel reductions only by mutual agreement and then only by attrition.

- A Cooperative Partnership Agreement calling for the creation of joint committees to solve problems quickly and in a cooperative manner.

- Adoption of a cost containment program for health care benefits.

- Elimination of the company's 25-cents-an-hour payment into the Supplemental Unemployment Benefits fund until it is drawn down to its required level. At the time of settlement, the fund was at 200 percent of the required level.

Although not a part of the basic agreement, another important development during the negotiations was National Steel's confirmation that it planned to continue a 5-year, $1.2 billion capital investment plan it started in 1985.

The 7,200 workers covered by the accord are employed by three National Steel subsidiaries located in Illinois, Indiana, and Michigan. They are Midwest Steel, Great Lakes Steel, and Granite City Steel.

In the wake of the LTV Steel and National Steel agreements, the Steelworkers and other steel companies were also continuing to press for settlements well in advance of the July 31, 1986, expiration date of their current contracts. At least initially, U.S. Steel showed no inclination to accelerate bargaining.

Second railroad settlement. The prolonged round of bargaining in the railroad industry inched closer to a conclusion in early March, when the Brotherhood of Railway and Airline Clerks (BRAC) settled with the 25 major carriers represented by the National Railway Labor Conference. The 4-year accord provided for smaller general wage increases but larger lump-sum payments than those negotiated in October 1985 by the United Transportation Union. (See *Current Wage Developments*, December 1985, p. 1.)

While announcing that 85 percent of BRAC members had voted in favor of the contract, union president Richard I. Kilroy said, "It's been the toughest round of negotiations I've ever had in my years in rail labor. I believe this contract is the absolute best we could obtain in today's tough economic and political climate."

The contract, which is retroactive to June 30, 1984, when wage and benefit terms were subject to change, provides for lump-sum payments of $565 within 60 days of ratification, $335 on December 15, 1986 and $217 on June 15, 1988. The specified pay increases are 2 percent retroactive to December 1, 1985, and 2.25 percent on December 1 of 1986 and 1987. The increases will raise the average hourly clerical pay rate to $13.94, from

$13.08. The 85,000 workers covered by the accord also will continue to be eligible for possible semiannual cost-of-living pay increases totaling up to 8 percent a year, offset by the value of the specified pay increases and lump-sum payments during the year.

New employees will start at 75 percent of the standard rate for their job and progress to the standard rate in annual 5 percentage point steps. Previously, workers started at 80 percent of the standard rate and attained it after completing 2 years of service. In a related action, a commission was established to determine if current clerical pay rates are too high or too low. Another provision calls for the formation of a joint committee to study health care cost containment.

Despite the two settlements, it was not clear when the 11 other unions would settle with the carriers. The Brotherhood of Locomotive Engineers, which rejected a tentative accord in March, was in arbitration under provisions of the Railway Labor Act and the other unions were negotiating toward settlements.

General Telephone of California settles. The first settlement in the 1986 round of bargaining in the telecommunications industry occurred in early April, when General Telephone Co. of California and the Communications Workers agreed on a 3-year contract for 20,000 workers. Based on past practice, the settlement was expected to set a pattern for 30,000 employees of other General Telephone companies. It also could influence the CWA's current bargaining with American Telephone and Telegraph Co. and the various operating and manufacturing companies resulting from the court-ordered 1984 breakup of the Bell Telephone System. CWA President Morton Bahr said the most important aspect of the General Telephone accord was its "concession-free" nature, which would also be the CWA's guiding principle in the talks with the former Bell System companies.

Bahr said the key to the settlement was General Telephone's withdrawl of its demands for adoption of a two-tier pay system and a provision automatically raising employee deductibles under the health care plan as premiums rise. Instead, deductibles were raised by a fixed amount and a joint health care cost containment committee was established.

The contract, running to March 5, 1989, provides for wage increases of 3 percent retroactive to March 5, 1986, and 2 percent in September of 1987 and 1988. Some employees will receive additional increases as a result of job reclassifing.

In addition, there were improvements in the pension, medical, and dental plans, and in shift differential and per diem payments; some jobs were upgraded; and an investment plan was established. A joint committee also was established to contain health care cost increases.

California gas workers accord. The Chemical Workers union and the Utility Workers Union of America, bargaining jointly, negotiated a 2-year contract with Southern California Gas Co. for 7,200 workers. It provides for a 4.5 percent wage increase effective April 1, 1986. On April 1, 1987, the workers will receive a 3.5 percent guaranteed increase and a possible increase up to 2.5 percent contingent on the movement of the Consumer Price Index. A new provision the company said was probably unique to the industry provides for a 32-cents-an-hour premium for about 40 bilingual employees who answer telephone inquiries from persons who do not speak English.

In a cost-containment move, doctors planning to hospitalize an employee or dependent covered by the health insurance plan will have to clear the action with doctors hired by Southern California Gas. In other benefit changes, two free teeth cleanings per year were added to dental coverage and the amount of vacation time that can be carried over from year to year was increased to 3 weeks, from 2.

Electric utility workers settle. On the East Coast, members of three unions negotiated 3-year agreements for 3,200 employees of the New England Electric System. The contracts, which contained similar terms, provided for wage increases of 4.3 percent in March 1986, 4.2 percent in March 1987, and 4.1 percent in March 1988.

The normal annual pension was raised to 1.8 percent (was 1.7) of average annual earnings during the highest consecutive 5 years or the final 10 years of service, multiplied by years of service to a maximum of 30. Also, the early retirement age requirement was reduced to age 60, from 61.

Other terms included an increase in employer financing of health insurance and continuation of a program to contain premium costs; and a 5- to 12-cents-an-hour increase in shift premiums, varying by job category and union.

The three unions are the Brotherhood of Utility Workers of New England, representing 1,600 workers, the Utility Workers Union of America (525 workers), and the International Brotherhood of Electrical Workers (1,050 workers). New England Electric comprises Granite State Electric, Co., Massachusetts Electric Co., Narragansett Electric, New England Power Co., and New England Power Service. The companies provide electrical service in Massachusetts, New Hampshire, and Rhode Island.

Food store employees accord. In Northern California, 40,000 grocery clerks were covered by a contract between several grocery store chains and 13 locals of the United Food and Commerical Workers. Over the 3-year term, employees will receive five lump-sum payments based on their hours worked (up to 40 hours per week) during the preceding 6 months. The first payment will be calculated at 25 cents for each hour worked from March 1 to August 1986. The four succeeding payments will be calculated at 42 cents for each hour worked by top-rated clerks, 28 cents for general merchandise clerks, and 20 cents for courtesy clerks. All five payments for courtesy clerks hired after the effective date of the contract will be calculated at 15 cent per hour worked.

On the last day of the contract, February 28, 1989, there will be a wage increase of 25 cents for general merchandise clerks, 30 cents for top-rate clerks, and 35 cents for head clerks. The terms, which were similar to those negotiated by UFCW meatcutters' locals with the same companies in 1985, also included an $800,000 increase in major medical coverage (to $1 million) and a new individual retirement account plan supplementing the regular pension plan.

Spiegel's, Teamsters' contract. In another development in retail trade, 2,800 catalog sales employees in the Chicago area were covered by a settlement between Spiegel, Inc., and Local 743 of the Teamsters union. General wage increases total $1.15 over the 3-year term, with 700 workers under the company's production bonus system being eligible to earn about a third more than $1.15.

Other terms include continuation of the provision for annual cost-of-living pay adjustments calculated at 1 cent an hour for each 0.4-point movement in the Consumer Price Index for the Chicago area; a $50 bonus for full-time employees and $25 for part-timers; a $2 increase in the pension rate, to $10 a month for each year of credited service; and continuation of a "no-move" provision, requiring the company to operate the covered facilities until February 29, 1991.

Philadelphia area transit strike ended. A 5-day transit strike ended when the Southeastern Pennsylvania Transportation Authority (SEPTA) and the Transport Workers agreed on a contract. "Harassment" by supervisors, the most significant issue, according to the workers, was dealt with by adoption of a provision requiring SEPTA to pay the cost of grievance arbitration proceedings in which the arbitrator rules in favor of the union. If the ruling favors management, the union pays the full cost. If there is no clear winner, the arbitration costs will be paid from a $50,000 a year fund that Philadelphia Mayor Wilson Goode promised to set up. Any unexpended portion of the annual allocation will be used to provide joint labor-management training for supervisors and stewards. Under the prior agreement, all arbitration costs were shared by SEPTA and the TWU. According to a union official, the 5,100 members of the bargaining unit were involved in about 10,000 informal grievance filings per year, with about 1,200 of them ending as formal grievances and 120 going to arbitration.

The accord did not provide for a pay increase during the first year but the employees will receive four increases totaling $1 an hour during the balance of the 3-year term. Their pay, which reportedly averaged $11.12 an hour at the time of the settlement, also will be subject to possible changes during the second and third years as a result of the continuation of the provision for cost-of-living pay adjustments.

The major change in benefits was liberalization of the pension formula for early retirement. Now, pensions will be reduced by 4 percent for each year an employee is under age 65 at retirement. Previously, the reduction factor was 6 percent.

Department store accord. Some 5,500 employees in the Washington, DC—Baltimore, MD, area were covered by a settlement between Woodward & Lothrop, Inc., and the United Food and Commercial Workers. The 39-month contract, scheduled to run to May 1, 1989, provided for hourly paid employees to receive three wage increases over the term, each averaging about 5 percent. According to the company, the increases will total 55 cents to $1.70 an hour, varying by job classification. Rates were not changed for employees paid on a commission basis but they received a lump-sum bonus equal to 1.5 percent of their 1985 earnings.

Benefit changes for all employees included a 5-percent increase in pension rates for past service and a 25- to 30-percent increase for future service; adoption of changes in the health insurance plan intended to slow the rise in costs; increases in sick leave pay; and increases in premium pay for Sunday work.

Selected Wage and Benefit Changes

Current provisions of collective bargaining agreements are summarized below. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements.

Coverage generally is limitedto actions affecting 1,000 workers or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
	MANUFACTURING	
FOOD AND KINDRED PRODUCTS		
Kellogg Co. Omaha, NE; Memphis, TN; San Leandro, CA; and Lancaster, PA Grain Millers—2,175	2 cents 3/85	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
National Distillery Products Corp. Frankfort and Louisville, KY; and Cincinnati, OH Distillery Workers—1,200	35 cents 5/1/86	Deferred increase negotiated 5/85 (CWD Aug. 1985).
Kellogg Co. Battle Creek, MI Grain Millers—2,500	2 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Campbell Soup Co. Sacramento, CA Teamsters (Ind.)—1,400	3.7 percent 5/86	Deferred increase negotiated 5/85 (CWD July 1985).
LUMBER AND WOOD PRODUCTS		
Weyerhaeuser Co. Oklahoma and Arkansas Woodworkers—2,300	4 percent 5/1/86	Deferred increase negotiated 4/26/85 (CWD June 1985); see CWD June 1985.
FURNITURE AND FIXTURES		
Industrial Relations Council of Furniture Manufacturers in Southern California Los Angeles, CA Carpenters and Joiners—1,000	See next column 2/2/86	2½-year agreement negotiated 2/2/86 provided: 20 cents wage increase on 2/1/86 and 6/1/86 and a 10 cents increase on 12/1/87; $155 week maximum sickness and accident benefits (was $128); see CWD September 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FURNITURE AND FIXTURES—Continued		
Store Fixture and Architectural Woodwork Institute of Los Angeles Los Angeles, CA Carpenters and Joiners—1,600	40 cents 5/1/86	Deferred increase negotiated 4/30/83 (CWD July 1983); see CWD May 1984.
PAPER AND ALLIED PRODUCTS		
Consolidated Paper, Inc. Wisconsin Paperworkers—2,600	6 percent 5/1/86	Deferred increase negotiated 7/6/84 (CWD Sept. 1984); see CWD May 1985.
CHEMICALS AND ALLIED PRODUCTS		
Revlon, Inc. Edison, NJ United Auto Workers—2,000	See next column 2/1/86	3½-year agreement negotiated 3/1/86 also provided: lump sum payment on 3/1/86 based on units of 100 hours worked by employees whose wages are above a level to be determined later; 9/1/87 and 9/1/88 wage changes to be negotiated later; see CWD April 1985.
Union Carbide Corp. Institute, WV International Association of Machinists—960	50 cents 4/16/86	Deferred increase negotiated 4/15/85 (CWD May 1985); see CWD May 1985.
P.P.G. Industries Lake Charles, LA Machinists—1,300	16-84 cents 5/15/86	Deferred increase negotiated 5/15/84 (CWD July 1984); see CWD May 1985.
PETROLEUM AND COAL PRODUCTS		
Phillips Petroleum National Oil, Chemical and Atomic Workers—1,000	No immediate increase 1/16/86	2-year agreement negotiated 1/16/86 provided $1,000 lump sum payment in 1/86 and 2 percent wage increase in 1/87; $254 a year for family health insurance 1st year (was $170), $314 2d year; new listing.
Ashland Oil Co. KY, OH, PA Oil, Chemical and Atomic Workers—0,000	No immediate increase 1/16/86	2-year agreement negotiated 1/16/86 provided $1,000 lump sum payment in 1/86 and 2 percent wage increase in 1/87; $254 a year for family health insurance 1st year (was $170), $314 2d year; new listing.
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS		
Goodyear Tire & Rubber Co. Various locations Rubber Workers—16,000	8 cents 4/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Uniroyal, Inc. Various locations Rubber Workers—4,200	8 cents 4/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
B.F. Goodrich Co. Various locations Rubber Workers—7,200	8 cents 4/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.

Continued—Selected wage and benefit changes

RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Firestone Tire & Rubber Co. Various locations Rubber Workers—8,500	8 cents 4/86	Autmatic quarterly cost-of-living adjustment; see CWD Apr. 1986.

FABRICATED METAL PRODUCTS

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Wyman-Gordon Co., Inc. Worcester and North Grafton, MA Steelworkers—1,250	No immediate increase 3/31/86	3-year agreement negotiated 3/29/86 provided: 3 percent (of earnings) lump sum payment 4/15/86, 2 percent lump sum payment 4/15/87 and 2 percent wage increase 2/15/88; continued semiannual cost-of-living adjustments of 1 cent for each .4 point change in BLS-CPI-W (1957-59 = 100); $18 (was $17) a month pension per year of service 4/1/86, increasing to $19 4/1/87; $275 week (was $250) sickness and accident benefit, increasing to $300 4/87; see CWD Feb. 1986.

MACHINERY, EXCEPT ELECTRICAL

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Dresser Industries, Dresser-Clark Div. Olean, NY Steelworkers—1,400	2 cents 4/1/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
Hughes Tool Co., Oil Tool Div. Houston, TX Steelworkers—1,000	2 cents 4/1/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
Sunstrand Corp. Rockford, IL Automobile Workers—1,000	7 cents 4/1/86	Automatic quarterly cost-of-living adjustment; see CWD May 1985.

ELECTRICAL AND ELECTRONIC EQUIPMENT

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Bendix Autolite Corp. Fostoria, OH Automobile Workers—1,150	6 cents 4/1/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
GTE Automatic Electric Inc. Illinois Various unions—2,800	7 cents 4/26/86	Automatic annual cost-of-living adjustment; see CWD April 1986.
Rauland Div. of Zenith Radio Corp. Melrose Park, IL Electrical Workers (IBEW)—1,550	4 cents 4/1/86	Automatic semiannual cost-of-living adjustment; see CWD April 1986.
Whirlpool Corp., St. Joseph Div. St. Joseph, MI Machinists—1,200	12 cents (average) 5/7/86	Deferred increase negotiated 5/5/85 (CWD June 1985); see CWD Dec. 1985.
Amana Refrigeration, Inc. Amana, IA Machinists—1,500	1 cent 4/1/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
Hughes Helicopter Corp. Los Angeles, CA Carpenters and Joiners—1,550	2 cents 4/15/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT		
General Dynamics, Convair Div. National Machinists—4,400	7 cents 4/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
General Dynamics Corp.; Land Systems Div. National Automobile Workers—5,000	9 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
Lockheed Missiles and Space Co., Inc. Sunnydale, Palto Alto, and Santa Cruz, CA and various missile sites Machinists—5,000	7 cents 4/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
Rockwell International Corp. Los Angeles and Santa Susana, CA; Columbus, OH; and Tulsa and McAlester, OK Automobile Workers—16,000	7 cents 4/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
Lockheed-Georgia Co., a div. of Lockheed Aircraft Corp. Marietta, GA; Clarksburg, WV; Charleston, SC; and Meridian, MS Machinists—10,000	7 cents 4/86	Automatic quarterly cost-of-living adjustment; see CWD Feb., 1986.
Mack Trucks, Inc. Hagerstown, MD, Allentown and Macungie, PA; and Bridgewater, NJ Automobile Workers—9,200	12 cents 3/86	Automatic quarterly cost-of-living adjustments; see CWD Jan. 1986.
Fairchild Republic Co. Farmingdale, NY Machinists—1,500	2 cents 4/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
Avco Corp., Lycoming Div. Stratford, CT Automobile Workers—2,000	3 percent 5/86	Deferred increase negotiated 5/85 (CWD July 1985); see CWD Mar. 1986.
Volkswagen of America, Inc. Westmoreland County, PA Automobile Workers—2,200	13 cents 3/10/86	3-year agreement negotiated 3/86 also provided: effective 4/87 lump sum payment equal to 2.25 percent of annual earnings and effective 3/88, an amount equal to the 1st year adjustment negotiated at General Motors' Corp. in 1987; cost-of-living adjustment clause continued; $6 per year of service increase in monthly pension over contract term; company required to give 60 days' notice to union of outsourcing that will eliminate five or more jobs; additional 6 cents hour to Supplemental Unemployment Benefits fund; see CWD Apr. 1985.
Westinghouse Air Brake, Division of American Standard, Inc. Wilmerding and Swissdale, PA Electrical Workers (UE-Ind.)—2,800	15 cents 5/1/86	Deferred increase negotiated 5/85; see CWD Mar. 1986.
Newport News Shipbuilding and Dry Dock Co. Newport News, VA Steelworkers—18,200	7 percent 5/86	Deferred increase negotiated 11/83 (CWD Dec. 1983); see CWD Mar. 1986.

Continued—Selected wage and benefit changes

TRANSPORTATION EQUIPMENT—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
AM General Corp. South Bend, IN Automobile Workers—1,000	7 cents 4/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Borg-Warner Corp., Warner Gear Div. Muncie, IN Automobile Workers—1,600	2 cents 4/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
Teledyne Continental Motors Muskegon, MI Automobile Workers—3,400	6 cents 3/86	Automatic quarterly cost-of-living; see CWD Jan. 1986.
Motor Wheel Corp. Lansing, MI Allied Industrial Workers—2,500	2 cents 4/7/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
Cessna Aircraft Co. Wichita, KS Machinists—4,200	7 cents 4/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
Lockheed Aircraft Corp., Lockheed California Co. Burbank, Palmdale, Los Angeles and Van Nuys, CA Machinists—10,000	7 cents 4/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
McDonnell Douglas Corp. Torrance and Huntington Beach, CA Machinists—3,500	7 cents 4/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
McDonnell Douglas Corp. Long Beach, CA Automobile Workers—4,800	7 cents 4/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.

MISCELLANEOUS MANUFACTURING

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
National Association of Doll and Stuffed Toy Manufacturers, Inc. New York, NY Toy and Novelty Workers—2,000	See next column 7/1/85	3-year agreement negotiated 7/1/85 provided: $8 wage increases on 7/1/85, 7/1/86 and 7/1/87; increased contributions to sickness benefit fund of $1 in each year of the contract; cost-of-living adjustment on 7/1/86 of $4 per week for each 4 percent increase in BLS-CPI-U New York—if BLS-CPI-U increases 5 percent or more, payment will be $5 per week; no pension contribution for new workers the first ten weeks of employment; see CWD August 1984.

NONMANUFACTURING

MINING

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Kennecott Copper Corp. KT, NV, AZ, and NM Steelworkers—9,000	2 cents 4/1/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MINING—Continued		
Inspiration Consolidated Copper Co. Arizona Various unions—1,000	2 cents 4/1/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
Magma Copper Co. Superior, AZ Steelworkers—2,800	2 cents 4/1/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
CONSTRUCTION		
National Electrical Contractors Assn. Nassau and Suffolk counties, NY Electrical Workers (IBEW)—1,400	70 cents 5/3/86	Deferred increase negotiated 5/12/85 (CWD July 1985).
Associated Contractors of Westchester, Inc.; Contractors Assn. of Westchester, Putnam, and Dutchess Counties, Inc. Westchester, Putnam, and Dutchess counties, NY Operating Engineers—1,250	60 cents 3/1/86	4-year agreement negotiated 3/24/86 also provided: 65 cents wage increase 3/1/87, 75 cents 3/1/88, and 80 cents 3/1/89; 7 percent to health and welfare fund 3/1/87 (was 6) increasing to 8 percent on 3/1/89; $1.70 to annuity fund (was $1.10) increasing to $2.10, $2.70 and $3.15 on 3/1/87, 3/1/88, and 3/1/89, respectively; see CWD Apr. 1985.
Building Trades Employers Assn. of Westchester and Putnam Counties, Inc. and independent companies Westchester and Putnam counties, NY Laborers—1,100	$1.00 5/1/86	Deferred increase negotiated 4/30/85 (CWD June 1985).
Eastern Contractors Assn., Inc. Albany, NY Carpenters—1,100	50 cents 5/1/86	Deferred increase negotiated 5/1/85 (CWD July 1985).
Connecticut Construction Industries Assn., Inc. (heavy-highway and utility contractors) Connecticut Laborers—3,000	35 cents 5/1/86	Deferred increase negotiated 5/27/84 (CWD July 1984).
Associated General Contractors of America, Inc.; and Connecticut Construction Industries Assn., Inc. Connecticut Operating Engineers—3,000	59 cents 5/5/86	Deferred increase negotiated 5/11/84 (CWD July 1984).
Associated General Contractors of America, Inc. Hartford, CT Laborers—5,000	20 cents 5/1/86	Deferred increase negotiated 6/6/84 (CWD July 1984).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
North Texas Contractors Assn. Dallas and Fort Worth, TX Laborers—2,000	50 cents 5/1/86	Deferred increase negotiated 6/6/84 (CWD July 1984).
Pennsylvania Heavy and Highway Contractors Bargaining Assn. Pennsylvania Steelworkers—2,000	No change 1/1/86	1-year agreement negotiated 12/85 also provided: wage reopening on 10/1/87; see CWD Feb. 1985.
National Electrical Contractors Assn. Washington, DC Electrical Workers (IBEW) —2,200	55 cents 5/1/86	Deferred increase negotiated 5/85 (CWD July 1985); see CWD Dec. 1985.
Associated General Contractors of America, Inc.; Construction Employers Assn. of Texas Houston, TX Laborers	See next column 4/1/86	1-year agreement negotiated 1/14/86 provided: no wage and benefit changes; see CWD May 1984.
Construction Employers Assn. Cleveland, OH Painters—1,250	90 cents 5/1/86	Deferred increase negotiated 5/1/84 (CWD July 1985).
Mason Contractors Assn. Cleveland, OH Bricklayers and Allied Craftsmen—1,200	$1.00 5/1/86	Deferred increase negotiated 5/1/84 (CWD July 1985).
Mechanical Contractors Assn. of Cleveland, Inc. Cleveland, OH Plumbers—950	65 cents 5/1/86	Deferred increase negotiated 5/30/85 (CWD July 1985).
Associated General Contractors of America, Inc. Dayton, OH Laborers—1,000	30 cents 5/1/86	Deferred increase negotiated 8/1/84 (CWD Oct. 1984).
Associated General Contractors of America, Inc. West Central Ohio Div. Dayton, OH Carpenters and Joiners—950	85 cents 5/1/86	Deferred increase negotiated 6/4/84 (CWD Aug. 1984).
National Electrical Contractors Assn. Cincinnati, OH Electrical Workers (IBEW) —1,250	$1.60 5/1/86	Deferred increase negotiated 9/19/84 (CWD July 1985).
Associated General Contractors of America, Inc. Marquette, MI Carpenters and Joiners—1,000	75 cents 5/1/86	Deferred increase negotiated 5/8/84 (CWD July 1984).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Minneapolis and St. Paul Plumbing Contractors Minneapolis and St. Paul, MN Plumbers—1,350	30 cents 5/1/86	Deferred increase negotiated 5/1/85 (CWD June 1985).
National Electrical Contractors Minneapolis, MN Electrical Workers (IBEW)—1,700	11 cents 5/1/86	Deferred increase negotiated 5/11/85 (CWD June 1985).
Twin Cities Piping Industry Assn. Minneapolis and St. Paul, MN Pipefitters—1,500	50 cents 5/1/86	Deferred increase negotiated 5/1/85 (CWD June 1985).
Heavy Constructors Assn. of the Greater Kansas City area Kansas City, MO area Operating Engineers—1,000	See next column 2/10/86	3-year agreement negotiated 2/10/86 provided: 35 cents wage increase on 4/1/86, and 55 cents increase both on 4/1/87 and 4/1/88, with distribution between wages and benefits to be determined later; $1.45 an hour to health and welfare fund (was $1.30); 40 cents to supplemental dues (was 35); see CWD Apr. 1985.
Heavy Constructors Assn. of the Greater Kansas City area Kansas City, MO area Laborers—3,000	See next column 2/10/86	3-year agreement negotiated 2/10/86 provided: 50 cents wage increase on 4/1/86, and 55 cents increase on both 4/1/87 and 4/1/88, with distribution between wages and benefits to be determined later; 30 cents an hour to supplementary dues (was 25); see CWD Apr. 1985.
Western Field Construction Negotiating Committee, Inc. Nine western states Boilermakers—5,300	See next column 3/1/86	In 3/86, contract was extended with no changes to 9/30/86; see CWD Nov. 1984.
Mechanical Contractors Assn. of New Mexico Inc. Alburquerque, MN Plumbers and Pipefitters—1,200	No immediate wage change 4/1/85	On 4/1/85, under unscheduled reopening of agreement that was scheduled to expire 3/31/86, the parties negotiated a new 3-year agreement to expire 3/31/88 that provided: 30 cents on 10/1/86 and 40 cents both on 4/1/87 an 10/1/87, with distribution between wages and benefits to be determined later; $1.49 hour (was $1.35) to health and welfare fund on 4/1/85 and $1.89 on 4/1/86; 23 cents to apprenticeship fund (was 21); see CWD Aug. 1984.
Associated General Contractors of America, Inc. Colorado Carpenters—1,500	75 cents 5/1/86	Deferred increase negotiated 10/84 (CWD Dec. 1984); see CWD Dec. 1985.
Associated General Contractors of America, Inc. Colorado Iron Workers—1,050	75 cents 5/1/86	Deferred increase negotiated 4/20/84 (CWD June 1984).
Associated General Contractors of America, Inc. Denver, CO Carpenters and Joiners—4,150	75 cents 5/1/86	Deferred increase negotiated 10/84 (CWD Jan. 1985); Dec. 1985.
Associated General Contractors of America, Inc. Denver, CO Laborers—3,100	50 cents 5/1/86	Deferred increase negotiated 1/8/85 (CWD Feb. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc., and independent companies Arizona Laborers—4,000	See next column 2/1/86	28-month agreement negotiated 3/27/86 also provided: 4 percent wage increase on 6/1/86 and 3 percent increase 6/1/87, with distribution between wages and benfits to be determined later; see CWD June 1984.
Associated General Contractors of America, Inc., and independent companies (heavy-highway) Arizona Carpenters and Joiners—2,000	See next column 2/1/86	28-month agreement negotiated 3/31/86 provided: 3 percent wage increase 6/1/86 and 3 percent increase on 6/1/87, with distribution between wages and benefits to be determined later; 25 cents diverted from health and welfare (was $1.505) to vacation fund; see CWD June 1984.
Plumbing and Air Conditioning Contractors of Arizona Western Arizona Plumbers—1,800	50 cents 2/1/86	30-month agreement negotiated 2/86 also provided: 50 cents 8/14/86, 2/14/87, and 8/14/87 with distribution between wages and benefits to be determined later; see CWD Apr. 1984.
National Electrical Contractors Washington and Oregon Electrical Workers (IBEW) —1,200	3 percent 5/3/86	Deferred increase negotiated 4/26/85 (CWD June 1985).
Associated General Contractors of America, Inc.; California Concrete Contractors Assn. and independent contractors Northern California (46 counties) Cement Masons	See next column	39-month negotiated in 1/86, and effective 3/15/86 replacing agreement scheduled to expire 6/16/86, provided: $1 hour wage increase 6/16/86, except for workers on private works projects valued at $2 million or less in 22 counties whose rate was to be 80 percent of the rate on other projects; $1 hour on both 6/16/87 and 6/16/88, with distribution between wages and benefits to be determined later; cost-of-living clause discontinued; see CWD July 1984.
Associated General Conctractors of America, Inc. and others Northern California (46 counties) Laborers—12,000	65 cents 6/30/86	36.5 month agreement negotiated 3/31/86 also provided: 65 cents on both 6/29/87 and 6/27/88; $1.50 hour to health and welfare fund (was $1.30) increasing to $1.70 on 6/29/87 and to $1.90 on 6/27/88; 2 cents hour to establish Industry Stabilization fund; cost-of-living clause discontinued; see CWD June 1984.
Associated General Contractors of America, Inc. Northern California Carpenters and Joiners —3,000	See next column 3/1/86	39.5-month agreement negotiated in 3/86, replacing agreement scheduled to expire 6/15/86, provided: no immediate wage increases; $1 on both 6/16/87 and 6/16/88, with distribution between wages and benefits to be determined later; cost-of-living clause changed to provide a one-time review on 6/16/86, with the adjustment, if any, equal to the increase in the BLS-CPI-W between 2/85 and 2/86 in excess of 4 percent; 45 cents hour to supplemental dues (was 35) on 6/16/86 and 52 cents 7/1/86; effective 3/1/86, 2 cents to establish a work preservation fund and 1 cent to establish a contract administration fund; see CWD July 1984.
Painting and Decorating Contractors Assn. Southern California Painters—1,000	No wage change 2/15/86	22½-month agreement negotiated 2/86 also provided: 75 cents on both 7/1/86 and 7/1/87, with distribution between wages and benefits to be determined later; $2.02 to health and welfare fund (was $1.33); apprenticeship funding cut to 16 cents hour (was 36); industry promotion fund eliminated (was 10 cents); see CWD Nov. 1984 for previous listing.
Executive Council of the Mason Contractors Exchange of Southern California, Inc. Southern California Bricklayers—1,200	85 cents 5/1/86	Deferred increase negotiated 4/5/84 (CWD June 1984).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. and others Southern California, except San Diego (11 counties) Laborers—17,500	See next column 7/1/86	2-year agreement negotiated 3/17/86 provided: 85 cents on 7/1/87; with distribution between wages and benefits to be determined later; see CWD Oct. 1985.
TRANSPORTATION AND PUBLIC UTILITIES		
National Automobile Transporters Agreements National Teamsters (Ind.)—21,000	See next column 6/1/86	Deferred increase of 60 cents an hour, 3.5 cent per loaded mile, 1.75 cents per running mile, or 5 percent to flat zone rates negotiated 9/85 (CWD Nov. 1985).
Garment industry trucking assns. New York-New Jersey area Ladies' Garment Workers—2,200	$12 a week 6/1/86	Deferred increase negotiated 10/85 (CWD Nov. 1985); see CWD Dec. 1985.
Moving and Storage Industry of New York New York, NY Teamsters (Ind.)—1,500	35 cents—chauffeurs; 25 cents—others 4/1/86	3-year agreement negotiated 3/86 also provided: pay increases of 35 cents for chauffeurs and 25 cents all others on both 4/1/87 and 4/1/88; continuation of annual cost-of-living adjustment clause providing 1 cent for each 0.3-point rise in BLS-CPI with minimum 10 cents and maximum 15 cents 4/1/87 and 4/1/88; $1.30 hour (was 88.5 cents) employer payment to health and welfare fund 4/1/86, going to $1.40 4/1/87 and $1.50 4/1/88; $1.35 hour (was $1.25) employer payment to pension fund 4/1/86, going to $1.45 4/1/87 and $1.55 4/1/88; and 70 cents hour (was 45 cents) employer payment to annuity fund 4/1/86, going to 95 cents 4/1/87 and $1.20 4/1/88; see CWD Apr. 1985.
Transit Authority (operators, maintenance) New York City, NY Amalgamated Transit—1,300	6 percent 4/1/86	Deferred increase negotiated 12/85 (CWD Mar. 1986).
Public Service Electric and Gas Co. New Jersey Plumbers and Pipefitters—1,450	6 percent 5/86	Deferred increase negotiated 4/84 (CWD June 1984); see CWD May 1985.
Public Service Electric and Gas Co. New Jersey Electrical Workers—4,450	6 percent 5/85	Deferred increase negotiated 5/84 (CWD June 1984); see CWD May 1985.
Public Service Electric and Gas Co. New Jersey Utility Co-workers Assn. (Ind.)—1,400	6 percent 5/86	Deferred increase negotiated 5/84 (CWD June 1984); see CWD May 1985.
Pennsylvania Electric Co. Pennnsylvania Electrical Workers (IBEW)—2,200	5.5 percent 5/85	Deferred increase negotiated 5/84 (CWD July 1984); see CWD May 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Metropolitan Edison Co. Pennsylvania Electrical Workers (IBEW) —1,750	5.53 5/1/86	Deferred increase negotiated 5/85 (CWD June 1985).
Southeastern Pennsylvania Transportation Authority Philadelphia, PA Transport Workers Union —5,200	See next column	3-year agreement ratified 4/4/86 provided no wage increase the first year, 20 cents effective 3/15/87, 30 cents 9/15/87, 20 cents 3/15/88, and 30 cents 9/15/88; cost-of-living clause continued with 12 cents maxiumum over contract term; 180 days' maximum sick leave accumulation (was 150); early retirement provision instituted (age 55 with 15 years of service); 50 percent pension vesting after 10 years of service, plus an additional 5 percent for each year after 20 years; first listing.
General Telephone Co. of Kentucky Lexington, KY Communications Workers —1,400	0-44 cents 5/25/86	Deferred increase negotiated 6/85 (CWD Nov. 1985).
General Telephone Co. of Ohio Marion, OH Electrical Workers (IBEW) —1,000	1.48 percent 5/85	Deferred increase negotiated 1/84 (CWD Jan. 1985); see CWD Nov. 1985.
Public Service Co. of Indiana, Inc. Plainfield, IN Electrical Workers (IBEW) —1,800	5 percent 5/1/86	Deferred increase negotiated 6/85 (CWD July 1985).
The Peoples Gas Light and Coke Co. Chicago, IL Service Employees—1,600	4.5 percent 5/86	Deferred increase negotiated 5/85 (CWD July 1985).
Illinois Trucking Assn. and Motor Carrier Labor Advisory Council Chicago, IL Machinists—1,000	50 cents 5/1/86	Deferred increase negotiated 1/86 (CWD Apr. 1986).
Michigan Consolidated Gas Co. Michigan Service Employees—1,000	5 cents 3/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Southern California Gas Co. California Chemical Workers and Utility Workers—7,200	4.5 percent 4/1/86	2-year agreement negotiated 3/86 also provided: 3.5 percent plus any additional rise (above 3.5 percent) in the Consumer Price Index up to a maximum 5.5 percent 4/1/87, eliminated Columbus day as a paid holiday and added the day after Thanksgiving; instituted a health care precertification plan; added two free teeth cleanings per year under the health insurance plan; see CWD Apr. 1985.
Hawaiian Telephone Co. Hawaii Electrical Workers (IBEW) —3,200	4 percent 4/28/86	Deferred increase negotiated 5/85 (CWD July 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE		
First National Stores, Inc. Connecticut United Food and Commercial Workers—4,050	13.1 cents (average) 5/4/86	Deferred increase negotiated 5/5/85 (CWD June 1985); see CWD Nov. 1985.
A & P Stores Virginia United Food and Commercial Workers—1,000	30 cents 5/16/86	Deferred increase negotiated 8/19/86 (CWD Oct. 1984); see CWD Nov. 1985.
King Sooper food stores (formerly listed as part of "Denver retail grocers") Denver, CO United Food and Commercial Workers—7,600	20 cents 5/1/86	Deferred increase negotiated 2/12/85 (CWD March 1985); see CWD Nov. 1985.
Albertson's Stores (formerly listed as part of "Denver retail grocers") Denver, CO United Food and Commercial Workers—3,500	20 cents 5/1/86	Deferred increase negotiated 2/19/85 (CWD Feb. 1985); see CWD Nov. 1985.
Safeway Stores (formerly listed as part of "Denver retail grocers") Denver, CO United Food and Commercial Workers—5,900	20 cents 5/1/86	Deferred increase negotiated 11/13/84 (CWD Feb. 1985); see CWD Nov. 1985.
Bon Marche Dept. Stores (formerly Seattle Department Store Assn.) Seattle, WA United Food and Commercial Workers—1,250	25 cents (average) 5/7/86	Deferred increase negotiated 5/1/84 (CWD July 1984); see CWD May 1985.
Food Employers Council of Northern California San Francisco Bay Area, CA United Food and Commercial Workers—26,000	See next column 3/1/86	3-year agreement negotiated 3/23/86 provided: 9/1/86 lump-sum payment equal to 25 cents for each hour worked from 3/1/86 through 8/31/86 and lump sum payments on 3/1/87, 9/1/87, 3/1/88, and 9/1/88 each equal to 3.1 percent of earnings during preceding 6 month periods; 10 cents hour to establish suplemental pension fund on 3/1/87, increasing to 20 cents on 3/1/88; see CWD Mar. 1985.
Nordstrom, Inc. Seattle, WA United Food and Commercial Workers—1,350	40 cents (average) 5/15/86	Deferred increase negotiated 5/26/84 (CWD July 1984); see CWD May 1985.
FINANCE, INSURANCE, AND REAL ESTATE		
Bronx Realty Advisory Board New York, NY Service Employees—4,000	$10 a week 3/15/86	3-year agreement negotiated 3/86 also provided: $15 a week 3/15/87 and $10 a week 3/15/88; and increased employer payment to health and welfare fund by $8 a month 1st year; $7 2d year and $4 3d year; see CWD Nov. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FINANCE, INSURANCE, AND REAL ESTATE—Continued		
Hospital Service Plan of New Jersey and Medical Service Plan of New Jersey Newark, NJ Office and Professional Employees—2,200	See next column 5/1/86	Deferred increase negotiated 5/85 (CWD July 1985)—6.5 percent, payable to the extent that it did not exceed salary range maximum, in which cost amount over maximum provided as lump-sum not added to base rate; see CWD July 1985.
SERVICES		
Health and Hospital Corporation (health professionals) New York City Doctor's Council (Ind.)—2,500	5 percent retroactive to 7/1/84	3-year agreement negotiated 2/86 also provided: 5 percent retroactive to 7/1/85 and 6 percent on 7/1/86; select assignment differentials increased as follows: 5 percent retroactive to 7/1/84 and 5 percent on 7/1/85 in addition to 6 percent on 7/1/86; 12th paid holiday, Martin Luther King Jr's birthday (for annual employees); modified vacations as follows: 1 hour for every 22 sessions worked for employees with 1 year of service, 1 hour for 17 sessions after 3 years, 1 hour for 15 sessions after 4 years and 1 hour for 11 sessions after 5 years; first listing.
St. Luke's-Roosevelt Hospital Center New York, NY New York State Nurses Associations—1,200	5 percent 3/7/86	3-year agreement negotiated 4/86 also provided: 4 percent 3/13/87, 3 percent 3/13/88, and 1.5 percent 9/1/88; added 13th year experience differential 3/7/86; $250 year increase in assistant head nurse base rate 3/13/87; $3,100 (was $3,000) year evening and night differential 3/13/88; $1,415 (was $1,430) year employer payment to pension fund 1st year; $2,188 (was $2,213) year employer payment to health and welfare fund 1st year, increasing to $2,353 2d year and $2,531 3d year; and provided probationery rate of $50 week less than job rate 1st 4 weeks and $30 less next 14 weeks; see CWD June 1985.
Board of Education (noninstitutional) Rochester, NY State, County and Municipal Employees—1,200	See next column 8/24/84	3-year agreement negotiated 8/24/84 also provided: across-the-board wage increases of 5.5 percent on 7/1/84, 1 percent on 1/1/85, and 6.75 percent on both 7/1/85 and 7/1/86 in addition to $100 lump-sum bonus for employees at the top step of the salary schedule; effective 7/1/84 unlimited accural of sick leave and at retirement 165 days of accumulated leave can be converted into service time; dental insurance expanded to include dependents; effective 12/1/85, employees eligible for early retirement will be credited with 3-year service; first listing.
Board of Education (custodians) Washington, DC State, County and Municipal Employees—2,500	3.5 percent or $500 whichever is greater retroactive to 10/13/85	27-month agreement negotiated 3/18/86 also provided: wage increases of 4 percent on 10/1/86 and 5.5 percent on 9/30/87; $6.50 per month payment for dental coverage for single employees (was $13); first listing.
Teachers Knoxville County, TN National Education Association (Ind.)—1,600	See next column 4/9/86	3-year agreement negotiated 4/9/86 provided: 8 percent wage increase retroactive to 7/1/85 for administrators and employees with 5 or more years of service and 4.5 percent for employees with les than 5 years; wage and reopenings on both 4/1/87 and 4/1/88; $20 effective 5/30/86 for each unused sick leave day cas-in at retirement (persently $15 per day) in addition to unused accumulated sick leave time credited towards retirement; see CWD Oct. 1984.
Board of Education (clerical) Broward County, FL Federal Public Employees (Ind.)—1,000	8 percent retroactive to 7/1/85	3-year agreement negotiated 4/86 also provided: 1.1 percent wage increase on 6/30/86 and wage and benefit reopening on 4/1/87; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Teachers Palm Beach County, FL Palm Beach County Teachers Association (Ind.)—4,600	See next column 3/5/86	On 3/5/86 under a wage and benefit reopening of 3-year agreement scheduled to expire on 6/30/88, the parties modified the agreement to include: 14.2 percent wage increase on 7/1/86; no recent listing.
Cuyahoga County Hospital (non-professionals) Cleveland, OH State, County and Municipal Employees—2,500	See next column 2/11/86	3-yer agreement negotiated 2/11/86 provided: lump-sum payments of $800 to full-time employees and $400 to part-time employees; wage increases of 3 percent on both 2/8/87 and 2/7/88; first listing.
Teachers Evansville, IN Various associations (NEA-I)—1,300	5 percent retroactive to 7/1/85	3-year agreement 3/3/86 also provided: wage increases of 6.23 percent on 7/1/86 and 6 percent on 7/1/87; effective 7/1/87, long-term disability compensation plan to be established; $30,000 life insurance (was $20,000) effective 7/1/87; first listing.
Master Laundry Agreement Michigan Teamsters (Ind.)—1,100	10 cents 5/5/86	Deferred increase negotiated 3/85 (CWD Apr. 1985); see CWD Nov. 1985.
Community college (faculty) St. Paul, MN Minnesota College Faculty Association (Ind.)—1,300	3 percent retroactive to 7/1/85	2-year agreement awarded by arbitration on 3/5/86 provided: 3.8 percent wage increase on 7/1/86; salary schedule modified to include: step elimination during the 1st year of contract (was 12 steps) and another during the 2d year; $16 travel allowance (was $10); half-day increments for personal leave (previously one day); subsituted Martin Luther King Jr's birthday for Columbus day as paid holiday; part-time service counted towards eligibility for sabbatical leave; retraining time in layoffs increased to 3 semesters (was 2) in addition to unlimited right to reinstatement (was limited to 3-years) first listing.
Health Employers Inc. (service and maintenance workers) Minneapolis-St. Paul, MN Service Employees—3,800	0 to 4.7 percent 3/1/86	2-year agreement negotiated 3/86 also provided: 0 to 4.1 percent 3/1/87 (those at starting rates receive no increase for duration of contract); eliminated 60-day and 6 months steps for new hires; casual part-time category (those working 32 hours or less in payroll period) at $5.25 established rate until 1,000 hours worked in one year or total 2,080 hours worked; 60-day maximum sick leave accumulation (was unlimited) with unlimited usage (was 36 days year); premium paid for only one day when both Good Friday and Easter worked (was paid for both days); extended probationary period for part-time employees; student replacement pay rate increased to $5.25 (was $4.50); and all employees pay either union dues or agency fee; see CWD Mar. 1985.
Nevada Resort Assn. (downtown and "The Strip") Las Vegas, NV Hotel Employees and Restaurant Employees—25,000	15 cents 5/2/86	Deferred increase negotiated 5/84 (CWD July 1984); see CWD May 1985.
Board of Education (teacher aides, clerical) Portland, OR Portland Federation of Classified Employees (Ind.)—1,350	See next column retroactive to 8/1/85	In 4/86 under a scheduled wage reopening of a 3-year agreement scheduled expire on 6/30/87 the parties modified the agreement to include: wage increases of 5 percent each year of the contract as follows: effective 8/1/85 and 7/1/86 for 12-month employees and on 10/1/85 and 9/1/86 for 10-month employees; see CWD Oct. 1984.
Affiliated Hospitals of San Francisco San Francisco, CA Service Employees—2,200	4 percent (approximate)	Deferred increase negotiated 5/85 (CWD July 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Los Angeles Unified School District Aides (para-professional unit) Los Angeles, CA Los Angeles City and County School Employees —10,000	7 percent retroactive to 7/1/85	1-year agreement negotiated 2/86; see CWD Jan. 1985.
Teachers Los Angeles, CA United Teachers of Los Angeles—32,000	See next column	1-year agreement negotiated 2/86 provided: 6.4 percent increase for teachers with less than 10 years' experience and 7.4 percent for those with 10 years or more experience; fringe benefits contribution rates remain the same; see CWD Jan. 1985.
Los Angeles Unified School District (operations-support services) Los Angeles, CA Los Angeles City and County School Employees —7,000	7 percent retroactive to 7/1/85	1-year agreement negotiated 2/86; see CWD Jan. 1985.
Teachers San Diego, CA San Diego Teachers Association —6,000	8 percent retroactive to 7/1/85	2-year agreement negotiated 2/24/86 also provided: 8½ percent on 7/1/86; see CWD Jan. 1985.
Teachers Long Beach, CA National Education Association (Ind.)—2,800	6.27 percent retroactive to 7/1/85	29-month agreement negotiated 3/17/86 also provided: 6.77 percent wage increase on 1/26/86; 1 percent lump-sum bonus (based on county adjusted gross earnings for fiscal year 1985-1986) on 6/30/86 and 1 percent lump-sum bonus on 6/30/87 (based on 85 pecent of county funds for fiscal year 1987-1988); first listing.
PUBLIC ADMINISTRATION		
County employees (white-collar) Suffolk County, NY Suffolk County Association Municipal Employees (Ind.) —4,500	6 percent retroactive to 1/1/86	3-year agreement negotiated 4/8/86 also provided: wage increases of 6 percent on 1/1/87 and 5.5 percent on 1/1/88; established long-term disability compensation; exclusive county control over reassigning county vehicles (previously needed association consent) $10,000 life insurance established; employees who cancel county-paid health insurance receives a bonus of $1,000 per year if in a family plan or $500 for single coverage; established troubled employee assistance program; first listing.
County employees (blue-collar) Suffolk County, NY Suffolk County Association Municipal Employees (Ind.) —2,000	6 percent retroactive to 1/1/86	3-year agreement negotiated 4/8/86 provided: terms similar to county employees above; first listing.
City employees (recreation) Chicago, IL Service Employees International —4,000	4 percent 1/1/86	3-year agreement negotiated 12/21/85 also provided: wage reopenings on both 10/1/86 and 10/1/87; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
City employees (laborers) Chicago, IL Various unions—3,700	4 percent retroactive to 5/15/85	3-year agreement negotiated 2/13/86 also provided: 5 percent wage increase on 1/1/86 and 4 percent on 1/1/87; 9th paid holiday (Pulaski day); first listing.
City employees (safety) Chicago, IL Service Employees International —1,300	4 percent retroactive to 1/1/85	3-year agreement negotiated 2/1/86 also provided: 5 percent wage increase on 1/1/86 and 4 percent on 1/1/87; vacations modified as follows: effective 1/1/86, employees with 1-6 years service receive 11 days (was 10) increasing to 13 on 1/1/87, employees with 7-14 years service receive 16 days effective 1/1/86 (was 15) increasing to 18 on 1/1/87, and those with 15 years or more service receive 21 days (was 20) increasing to 23 on 1/1/87; first listing.
State employees (blue collar workers) Wisconsin State, County and Municipal Employees—5,000	6 percent retroactive to 7/1/85	2-year agreement negotiated 1/86 also provided: 6 percent effective 7/1/86; 12th paid holiday, Martin Luther King's birthday; employees pay 1 percent into retirement system (was fully financed by State); see CWD July 1984.
State employees (clerical and related workers) Wisconsin State, County, and Municipal Employees—8,600	6 percent retroactive to 7/1/85	2-year agreement negotiated 1/86 also provided: 6 percent effective 7/1/86; 12th paid holiday, Martin Luther King's birthday; employees pay 1 percent into retirement system (was fully financed by State); see CWD July 1984.

Table 1. Work stoppages involving 1,000 workers or more, 1947 to date[1]

Month and year	Number of stoppages		Workers involved		Days idle	
	Beginning in month or year	In effect during month or year	Beginning in month or year (thousands)	In effect during month or year (thousands)	Number (thousands)	Percent of estimated working time[2]
1947	270	-	1,629	-	25,720	
1948	245	-	1,435	-	26,127	0.22
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,180	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1,031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,567	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981	145	-	729	-	16,908	.07
1982	96	-	656	-	9,061	.04
1983	81	-	909	-	17,461	.08
1984	62	-	376	-	8,499	.04
1985	54	-	324	-	7,079	.03
1985: January	2	9	4.7	16.0	278.3	.01
February	4	10	29.3	39.6	259.3	.01
March	4	12	15.2	48.2	698.5	.03
April	3	8	6.2	14.8	222.1	.01
May	2	8	6.9	15.1	236.6	.01
June	2	8	15.7	28.5	454.3	.02
July	9	13	50.1	56.9	476.5	.02
August	6	18	15.3	66.8	810.8	.04
September	11	20	69.5	93.9	863.8	.04
October	6	20	76.6	119.3	1,428.8	.06
November	3	13	26.2	47.0	688.2	.04
December	2	9	8.2	38.0	661.9	.03
1986p: January	4	7	7.6	12.0	170.0	.01
February	3	7	24.0	28.4	309.5	.02
March	3	9	12.3	39.7	411.3	.02
April	4	10	7.2	19.7	343.5	.02

[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time: private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in " 'Total Economy' Measure of Strike Idleness," ***Monthly Labor Review***, October 1968, pp. 54-56.

p = preliminary.

Table 2. Work stoppages involving 1,000 workers or more during April 1986

Organization involved and location [1]	Beginning date	Ending date	Number of workers[2]	Days of idleness during April
George A. Hormel Company Austin, MI Food and Commercial Workers	8/10/85		1,000	22,000
Watsonville Canning and Frozen Food Warehouse and Robert A. Shaw [3] Watsonville, CA Teamsters (Ind.)	9/9/85		1,000	22,000
Colt Industries, Firearms Division Hartford, CT Automobile Workers	1/24/86		[4] 1,100	18,700
Champion Spark Plug Company Ohio; Iowa; Canada and Michigan Automobile Workers	2/1/86	4/9/86	2,300	16,100
Disneyland Hotels Anaheim, CA Hotel and Restaurant	3/2/86		1,100	24,200
Trans World Airlines Nationwide Flight Attendants	3/7/86		6,000	137,000
Appalachian Regional Hospitals (9) West VA and KY Steelworkers	4/1/86		1,900	41,800
Construction Industry Intrastate-OH Carpenters	4/1/86	4/30/86	1,500	28,500
Dana Corporation Weatherhead Division Ft. Wayne, IN Autoworkers	4/5/86	4/14/86	1,200	7,200
Hoover Company Canton, OH Electrical (IBEW)	4/20/86	5/4/86	2,600	26,000
Stoppages beginning in April:	4 stoppages		7,200	
Stoppages in effect in April:	10 stoppages		18,600	343,500

---

[1] Labor organizations are affiliated with AFL-CIO except where noted as independent (Ind.).

[2] The number of workers involved is rounded to the nearest hundred.

[3] Robert A. Shaw settled 2/18.

[4] Less than 1,000 idle.

Major Agreements Expiring in June

Employer and location	Industry or activity	Labor organization[1]	Number of workers
	Private		
Kennecott Copper Corp. (Interstate)	Mining	Steelworkers	4,600
Magma Copper Co. (Superior, AZ)	Mining	Steelworkers	2,800
Inspiration Consolidated Copper Co. (Arizona)	Mining	Various unions	1,000
Associated General Contractors of California, Inc., and 2 others (California)	Construction	Carpenters	20,000
Associated General Contractors of California, Inc., and 2 others (California)	Construction	Laborers	15,000
Associated General Contractors, San Diego Chapter and 1 other (California)	Construction	Laborers	4,000
Associated General Contractors (Reno, NV)	Construction	Carpenters	1,000
Associated General Contractors (Alaska)	Construction	Operating Engineers	6,300
Associated General Contractors and others, Northern California (California)	Construction	Laborers	15,000
Associated General Contractors of California, Inc., Northern California (California)	Construction	Plasterers and Cement Masons	4,000
Building Industry Association (San Diego, CA)	Construction	Carpenters	1,300
Building Industry Association and 2 others, Northern California (California)	Construction	Carpenters	16,000
Associated General Contractors and 2 others, Southern California (California)	Construction	Carpenters	13,000
Residential Contractors Employers Council (Chicago, IL)	Construction	Carpenters	12,000
Michigan Road Builders Association (Michigan)	Construction	Operating Engineers	6,500
Associated General Contractors of California, Inc., 46 Northern California counties (California)	Construction	Carpenters	15,000
Associated General Contractors of California, Inc., tunnel (California)	Construction	Laborers	1,500
Associated General Contractors of California, Inc., Northern California (California)	Construction	Operating Engineers	12,000
Associated General Contractors of California, Inc., Northern California (California)	Construction	Teamsters (Ind.)	2,400
Associated General Contractors, Southern California Chapter (California)	Construction	Plasterers and Cement Masons	4,100
Highway Contractors Inc. (Kentucky)	Construction	Operating Engineers	1,500
Highway Contractors Inc. (Kentucky)	Construction	Carpenters	5,500
Associated General Contractors (Rhode Island)	Construction	Carpenters	1,500
New York Electrical Contractors Association (New York, NY)	Construction	Electrical Workers (IBEW)	10,000
Painting and Decorating Contractors Association (Houston, TX)	Construction	Painters	1,600
California Conference of Mason Contractors Association, bricktenders (California)	Construction	Laborers	2,000
Associated General Contractors, Southern California, pipefitters (California)	Construction	Plumbers	3,800
Plumbing and Piping Industry Council (Los Angeles, CA)	Construction	Plumbers	11,000
Sheet Metal and Air Conditioning Contractors and 1 other, Los Angeles Chapter (California)	Construction	Sheet Metal Workers	2,400
Associated General Contractors and others (California and Nevada)	Construction	Iron Workers	10,000
Mechanical Contractors Council of Central California (California)	Construction	Plumbers	2,000
Painting and Decorating Contractors Association (Seattle, WA)	Construction	Painters	2,500
Painting and Decorating Contractors Association (San Francisco, CA)	Construction	Painters	2,000
CPC International, Inc. (Interstate)	Food products	Oil, Chemical and Atomic Workers	1,200
Meat Trade Institute, Inc. (New York and New Jersey)	Food products	Food and Commercial Workers	2,200
Oscar Mayer & Co., Inc. (Chicago, IL)	Food products	Food and Commercial Workers	1,000
J.R. Simplot Co. (Idaho)	Food products	Grain Millers	1,000
Container Corp. of America (Interstate)	Paper	Paperworkers	1,900
Boise Cascade Corp. (Maine)	Paper	Paperworkers	1,300
Hammermill Paper Co. (Erie, PA)	Paper	Paperworkers	1,300
Potlatch Corp., Northwest Paper division (Minnesota)	Paper	Paaperworkers	1,400
West Coast paper and paper converting industry (Interstate)	Paper	Graphic Communications	3,000

Continued—Major Agreements Expiring in June

Employer and location	Industry or activity	Labor organization[1]	Number of workers
Crown Zellerbach Corp. (Camas, WA)	Paper	Western Pulp and Paper Workers	2,500
San Francisco Newspaper Publishers Association (California)	Printing and publishing	Newspaper Guild	1,000
Celanese Corp. of America, Fibers division (Virginia)	Chemicals	Clothing Workers	4,000
Asarco, Inc. (Interstate)	Primary Metals	Various unions	3,000
American Standard Inc. (Louisville, KY)	Fabricated metal products	Standard Allied Trades Council	1,250
Master Lock Co. (Milwaukee, WI)	Fabricated metal products	Auto Workers	1,000
Western Steel Council (San Francisco, CA)	Fabricated metal products	Iron Workers	1,000
Aluminum Co. of America (Cleveland, OH)	Fabricated metal products	Auto Workers	1,100
Caterpillar Tractor Co. (Interstate)	Machinery	Auto Workers	20,400
Deere and Co. (Interstate)	Machinery	Auto Workers	18,000
Tecumseh Products Co., Lauson Engine division (Wisconsin)	Machinery	Machinists	1,000
Brunswick Corp., Mercury Marine division (Fond Du Lac, WI)	Machinery	Machinists	2,300
Manufacturers of Illumination Products, Inc. (New York, NY)	Electrical products	Electrical Workers (IBEW)	1,000
Magnavox Consumer Electronics Co. (Greenville, TN)	Electrical products	Electrical Workers (IUE)	2,600
Avco Corp., Aerostructures division (Tennessee)	Transportation equipment	Machinists	2,100
Teledyne Continental Motors (Interstate)	Transportation equipment	Auto Workers	3,400
Motor Wheel Corp. (Lansing, MI)	Transportation equipment	Industrial Workers	2,500
MTL, Inc. (Hawaii)	Transit	Teamsters (IND.)	1,200
Northwest Airlines, pilots (Interstate)[2]	Air transportation	Air Line Pilots	1,600
Connecticut Light and Power Co. (Connecticut)	Utilities	Electrical Workers (IBEW)	1,800
Consolidated Edison Company of New York (New York)	Utilities	Utility Workers	16,000
Gulf States Utilities Co. (Interstate)	Utilities	Electrical Workers (IBEW)	3,000
Illinois Power Co. (Illinois)	Utilities	Electrical Workers (IBEW)	1,150
Acme Markets, Inc. (Pennsylvania)	Retail trade	Food and Commercial Workers	2,200
Safeway Stores Inc. (Interstate)	Retail trade	Teamsters (IND.)	2,600
Star Markets (Rhode Island and Massachusetts)	Retail trade	Food and Commercial Workers	1,200
Eastern Motor Car Dealers, Inc. (California)	Retail trade	Various unions	1,200
Save-on Drug Stores (California)	Retail trade	Food and Commercial Workers	2,500
Blue Cross of California (California)	Insurance	Office and Professional Employees	1,200
Maintenance Contractors agreement (Los Angeles, CA)	Services	Service Employees	1,800
Alliance of Motion Picture and Television Producers, Inc. (Interstate)	Amusements	Screen Actors Guild	4,300
League of New York Theatres Inc. (Interstate)	Amusements	Actors' Equity Association	1,300
League of Voluntary Hospitals and Homes of New York (New York, NY)	Hospitals	Retail, Wholesale and Department Store	50,000
Rush Presbyterian-St. Lukes Medical Center (Chicago, IL)	Hospitals	Various unions	1,000
Kaiser Permanente (Los Angeles, CA)	Hospitals	United Nurses Association of California	2,200
Washington Hospital Center, nurses (Washington, DC)	Hospitals	Nurses' Association (IND.)	1,000
Community Hospital and Health Care Systems, Inc., Prince Georges County (Maryland)	Hospitals	Firemen and Oilers	1,100
	Public		
Arizona: Phoenix general unit, clerical	General government	State, County and Municipal Employees	1,800
Phoenix general unit, blue collar	General government	State, County and Municipal Employees	2,400
Phoenix Police Department, nonsupervisory	Law enforcement	Police Associations (IND.)	1,400
Phoenix teachers	Education	Education Association (IND.)	1,100
Tucson Board of Education, teachers	Education	Education Association (IND.)	2,900
California: Chula Vista Board of Education, teachers	Education	Education Association (IND.)	1,100
Compton Board of Education, teachers	Education	Education Association (IND.)	1,300
Fremont Board of Education, teachers	Education	Education Association (IND.)	1,100
Fremont Board of Education, clerical	Education	State Employees Association	1,500
Freemont Board of Education, classified	Education	United Public Employees union (IND.)	1,000
Long Beach office and technical nonsupervisory unit	General government	Long Beach City Employees Association (IND.)	1,300
Alameda County Contra Costa Transit Authority	Transportation	Transit Union	1,800
Sacramento Board of Education, teachers	Education	Education Association (IND.)	3,000
California Forest fire fighters, Unit 8	Fire protection	Fire Fighters	3,000
Monterey County general unit	General government	Monterey County Employees Association	1,600
San Diego general unit, blue collar	General government	State, County and Municipal Employees	1,700
San Diego Board of Education, operational support	Education	Service Employees	2,000
San Diego County multi-unit	Government government	Various unions	7,200
San Diego County sheriffs	Law enforcement	San Diego County Sheriffs Association	1,000
San Jose Board of Education, teachers	Education	Education Association (IND.)	1,400
San Juan Board of Education, teachers	Education	Education Association, (IND.)	2,350

Continued—Major Agreements Expiring in June

Employer and location	Industry or activity	Labor organization[1]	Number of workers
Connecticut: Bridgeport teachers	Education	Education Association (IND.)	1,100
State Department of Mental Retardation, nonprofessional	Social Services	Various unions	6,000
Hartford Board of Education, teachers	Education	Teachers	1,600
University of Connecticut, faculty	Education	University Professors (IND.)	1,600
Florida: Broward County Board of Education, clerical	Education	Education Association (IND.)	1,000
Duval County School District, teachers	Education	Teachers	5,700
Leon County Board of Education, teachers	Education	Education Association (IND.)	1,400
Hillsborough County, paraprofessionals	Education	Hillsborough Classroom Teachers Association	1,600
Iowa: Davenport Board of Education, teachers	Education	Education Association (IND.)	1,300
Illinois: Department of Corrections multi-unit	Prisons	State, County and Municipal Employees	4,300
paraprofessionals unit RC28	General government	State, County and Municipal Employees	2,000
clerical unit	General government	State, County and Municipal Employees	10,200
mental health workers	Social services	State, County and Municipal Employees	8,400
protective and regulatory unit RC29	Law enforcement	State Employees Association	1,300
nurses unit RC23	Health services	Nurses Association (IND.)	1,200
Indiana: Indiana University, maintenance unit	Education	State, County and Municipal Employees	1,500
Kansas: Shawnee Mission, teachers	Education	Education Association (IND.)	2,000
Wichita Board of Education, noninstructional	Education	Service Employees	1,150
Massachusetts: University of Massachusetts, service, clerical, security	Education	Various unions	4,000
Massachusetts State College, faculty	Education	Education Association (IND.)	1,500
Commonwealth administrative and clerical	General government	Service Employees	9,000
Commonwealth administrative professionals	General government	Service Employees	3,500
Commonwealth trades and crafts	General government	Service Employees	1,500
Commonwealth engineers and scientists	General government	Massachusetts Organization of State Engineers and Scientists	2,800
Springfield Board of Education, teachers	Education	Education Association (IND.)	1,600
Worcester general unit	General government	Service Employees	1,400[4]
Maryland: Anne Arundel County Board of Education, bus drivers, custodians, maintenance, cafeteria employees	Education	State, County and Municipal Employees	1,450
technical, clerical, instructional aides	Education	Secretaries and Aides Association	1,000
Baltimore classified white collar	General government	State, County and Municipal Employees	5,000
Baltimore blue collar	General government	State, County and Municipal Employees	7,200
Baltimore Fire Department	Fire protection	Fire Fighters	1,700
Baltimore Board of School Commissioners, teachers, paraprofessionals, 2 agreements	Education	Teachers	7,600
Hartford County Board of Education, teachers	Education	Education Association (IND.)	1,600
Frederick County Board of Education, teachers	Education	Education Association (IND.)	1,450
Howard County Board of Education, teachers	Education	Education Association (IND.)	1,600
Prince Georges County Board of Education, classified	Education	State, County and Municipal Employees	3,000
Maine: State employees	General government	State Employees Association	10,000
Michigan: Detroit city employees	General government	State, County and Municipal Employees	7,000
Detroit Police Department	Law enforcement	Police Officers Association (IND.)	4,400
Detroit Fire Department	Fire protection	Fire Fighters	1,200
University of Michigan, service and maintenance	Education	State, County and Municipal Employees	2,100
Missouri: St. Louis Board of Education, teachers	Education	Education Association (IND.)	3,800
New Jersey: State administrative and clerical	General government	State Employees Association	12,400
State professional unit	General government	State Employees Association	11,200
State blue collar unit	General government	State, County and Municipal Employees	8,000
State Health, Care and Rehabilitation Services	Health services	State, County and Municipal Employees	10,000
Nevada: Clark County public employees unit	General government	Public Employees Association (IND.)	2,100
Las Vegas general unit	General government	Las Vegas Employees Association (IND.)	1,500
Washoe County Board of Education, teachers	Education	Education Association (IND.)	1,700
New York: Buffalo Fire Department	Fire protection	Fire Fighters	1,000
Oklahoma: Oklahoma City Board of Education, teachers	Education	Teachers	2,300
Tulsa Board of Education, teachers	Education	Classroom Teachers Association (IND.)	1,100
Oregon: Eugene Board of Education, teachers	Education	Education Association (IND.)	1,200
Multnomah County School District, teachers	Education	Portland Association of Teachers (IND.)	3,000
Portland Board of Education, teachers	Education	Education Association (IND.)	2,500

Continued—Major Agreements Expiring in June

Employer and location	Industry or activity	Labor organization[1]	Number of workers
Pennsylvania: Philadelphia Fire Department	Fire protection	Fire Fighters	2,700
Philadelphia Police Department	Law enforcement	Police	7,200
Philadelphia city employees	General government	State, County and Municipal Employees	13,000
Rhode Island: State employees	General government	State, County and Municipal Employees	[2] 10,500
Tennessee: Hamilton County Board of Education, teachers	Education	Education Association (IND.)	1,100
Memphis general unit	General government	State, County and Municipal Employees	1,900
Memphis Fire Department	Fire protection	Fire Fighters	1,250
Utah: Davis County Board of Education, noninstructional	Education	State Employees Association	1,600
teachers	Education	Education Association (IND.)	1,750
Salt Lake City Board of Education, teachers	Education	Salt Lake City Teachers Association (IND.)	1,200
Vermont: State nonmanagement unit	General government	State Employees Association	4,500

[1] Affiliated with AFL-CIO except where noted as independent (IND.).

[2] Information is from newspaper reports.

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars are current earnings adjusted for price changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance, and Social Security.

The index covers all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981 = 100), for most of the current series. Compensation indexes begin in December 1979 for white-collar, blue-collar, and service workers, for goods-producing and service-producing industries, for manufacturing and nonmanufacturing, and for workers by bargaining status and by area size. Within the bargaining status series, compensation data for goods-producing and service-producing industries and for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during the reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those deferred from earlier negotiations, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for compensation). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Data relate to the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective date of

agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while compensation changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover or establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.33	$8.58
1977 dollars	5.18	5.25	5.29	5.14	4.89	4.83	4.83	4.89	4.91	4.89
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	175.45	189.00	203.70	219.91	235.10	255.20	267.26	280.70	294.05	301.16
1977 dollars	186.85	189.00	189.31	183.41	172.74	170.13	168.09	171.26	173.48	171.60
Indexes										
Average hourly compensation:										
All persons, business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	119.1	131.5	143.7	154.9	161.9	168.2	175.1
1977 dollars	98.7	100.0	100.8	99.4	96.7	95.7	97.3	98.5	98.2	98.6
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	118.7	130.0	143.3	154.4	161.7	167.5	173.6
1977 dollars	98.0	100.0	100.8	99.1	96.3	95.5	96.9	98.3	97.7	97.8
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.7	165.5
1977 dollars	99.0	100.0	100.5	97.4	93.5	92.6	93.4	94.8	94.9	94.4

[1] Production or nonsupervisory workers.
r = revised.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1985									1986			
	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.p	Jan.	Feb.	Mar.p	Apr.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$8.54	$8.53	$8.56	$8.54	$8.54	$8.68	$8.65	$8.68	$8.73	$8.73	$8.75	$8.74	$8.74
1977 dollars	4.89	4.87	4.87	4.86	4.85	4.91	4.89	4.88	4.90	4.88	4.91	4.94	–
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	298.05	298.55	303.02	301.46	302.32	305.54	303.62	302.93	308.17	303.80	302.75	304.15	394.15
1977 dollars	170.80	170.50	172.56	171.48	171.68	173.01	171.54	170.47	172.93	170.01	169.99	171.74	–
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	164.7	164.8	165.2	165.1	165.1	167.0	166.5	167.3	168.5	168.2	168.8	168.7	168.8
1977 dollars	94.4	94.1	94.1	93.9	93.8	94.6	94.1	94.1	94.5	94.1	94.8	95.3	–
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$8.54	$8.55	$8.59	$8.57	$8.60	$8.65	$8.64	$8.67	$8.74	$8.67	$8.72	$8.74	$8.74
1977 dollars	4.89	4.89	4.90	4.88	4.89	4.91	4.89	4.88	4.90	4.88	4.91	4.94	–
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	298.90	300.11	301.51	299.95	301.86	303.62	303.26	303.45	306.77	305.18	303.98	305.90	–
1977 dollars	171.19	171.69	172.00	170.81	171.61	172.32	171.62	170.86	171.96	170.49	170.58	–	–
Indexes													
Average hourly compensation (quarterly data):													
All persons, business sector:													
Current dollars (1977 = 100)	–	174.3	–	–	176.1	–	–	177.6	–	–	178.3	–	–
1977 dollars	–	98.5	–	–	98.9	–	–	98.7	–	–	98.8	–	–
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	–	173.0	–	–	174.2	–	–	175.6	–	–	176.7	–	–
1977 dollars	–	97.8	–	–	97.9	–	–	97.6	–	–	97.9	–	–
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	164.8	164.9	165.7	165.4	165.7	166.7	166.7	167.1	168.4	167.4	168.5	168.9	168.8
1977 dollars	94.4	94.3	94.5	94.2	94.2	94.6	94.1	94.1	94.4	93.5	94.6	95.3	–

[1] Production or nonsupervisory workers.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars											
Average hourly earnings, private nonfarm economy	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.33	$8.58
Mining	5.95	6.46	6.94	7.67	8.49	9.17	10.04	10.77	11.28	11.63	11.95
Contract construction	7.31	7.71	8.10	8.66	9.27	9.94	10.82	11.63	11.94	12.12	12.26
Manufacturing	4.83	5.22	5.68	6.17	6.70	7.27	7.99	8.49	8.83	9.18	9.52
Transportation and public utilities	5.88	6.45	6.99	7.57	8.16	8.87	9.70	10.32	10.79	11.11	11.38
Wholesale trade	4.73	5.03	5.39	5.88	6.39	6.96	7.56	8.09	8.55	8.96	9.26
Retail trade	3.36	3.57	3.85	4.20	4.53	4.88	5.25	5.48	5.74	5.88	5.97
Finance, insurance and real estate	4.06	4.27	4.54	4.89	5.27	5.79	6.31	6.78	7.29	7.62	7.93
Services	4.02	4.31	4.65	4.99	5.36	5.85	6.41	6.92	7.31	7.64	7.95
Indexes, 1977 = 100											
Hourly Earnings Index, private nonfarm economy[1]	86.7	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.7	165.6
Mining	85.4	92.5	100.0	112.2	122.9	134.2	148.2	158.9	166.7	173.8	178.9
Contract construction	90.3	95.1	100.0	106.7	114.1	121.9	132.0	141.2	145.6	148.0	149.8
Manufacturing	85.9	92.5	100.0	108.3	117.6	129.4	141.9	152.4	157.9	162.8	168.6
Transportation and public utilities	84.3	92.2	100.0	108.2	116.8	127.2	139.4	148.8	156.6	161.7	166.1
Wholesale trade	87.7	93.3	100.0	109.1	118.6	129.0	139.9	149.7	158.2	165.7	171.1
Retail trade	87.0	92.7	100.0	109.1	117.7	127.2	137.0	143.4	150.2	153.9	156.2
Finance, insurance, and real estate	89.2	94.0	100.0	107.6	116.0	127.0	138.1	148.3	158.7	165.6	171.6
Services	86.5	92.9	100.0	107.4	115.1	125.5	137.3	147.9	156.0	162.9	169.2

[1] Production or nonsupervisory workers.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1985									1986			
	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.p	Apr.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$8.54	$8.53	$8.56	$8.54	$8.54	$8.68	$8.65	$8.68	$8.73	$8.73	$8.75	$8.74	$8.74
Mining	11.93	11.86	11.99	11.88	11.95	12.00	11.95	12.02	12.22	12.18	12.27	12.28	12.34
Contract construction	12.21	12.19	12.12	12.16	12.22	12.40	12.36	12.22	12.42	12.29	12.29	12.17	12.20
Manufacturing	9.48	9.48	9.50	9.53	9.48	9.55	9.54	9.61	9.72	9.68	9.68	9.70	9.70
Transportation and public utilities	11.27	11.24	11.32	11.35	11.40	11.52	11.46	11.57	11.60	11.58	11.63	11.60	11.62
Wholesale trade	9.24	9.24	9.28	9.27	9.25	9.33	9.25	9.32	9.41	9.38	9.42	9.38	9.36
Retail trade	5.96	5.97	5.94	5.93	5.91	5.99	5.97	6.00	6.02	6.05	6.07	6.06	6.05
Finance, insurance, and real estate	7.85	7.83	7.95	7.87	7.90	8.03	8.00	8.05	8.14	8.13	8.27	8.27	8.23
Services	7.89	7.88	7.91	7.86	7.87	8.04	8.04	8.10	8.16	8.17	8.22	8.22	8.18
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	164.7	164.8	165.2	165.1	165.1	167.0	166.5	167.3	168.5	168.2	168.8	168.7	168.8
Mining	178.6	177.9	178.9	178.8	178.8	179.3	178.7	180.0	181.7	180.8	180.5	179.7	179.8
Contract construction	149.2	149.3	148.4	148.9	149.8	151.8	151.2	149.0	151.0	149.3	149.1	147.8	148.8
Manufacturing	167.9	168.2	168.5	169.1	168.6	169.3	169.3	170.2	171.3	171.3	171.5	171.9	172.1
Transportation and public utilities	164.5	164.2	165.1	165.0	165.9	168.3	167.5	169.3	169.9	169.1	170.1	169.6	169.7
Wholesale trade	170.7	170.7	171.3	171.1	170.7	172.3	171.0	172.2	173.9	173.1	173.7	173.1	173.0
Retail trade	156.1	156.6	156.0	155.7	155.3	157.3	156.4	156.9	157.6	157.8	158.3	158.3	158.6
Finance, insurance, and real estate	170.0	169.8	172.1	170.5	171.2	173.8	173.0	174.2	176.0	175.6	178.6	178.5	177.7
Services	168.0	167.8	168.8	167.8	168.2	171.5	171.1	172.4	173.6	173.5	174.6	174.8	174.2
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$8.54	$8.55	$8.59	$8.57	$8.60	$8.65	$8.64	$8.67	$8.74	$8.67	$8.72	8.74	$8.74
Mining[2]	11.93	11.86	11.99	11.88	11.95	12.00	11.95	12.02	12.22	12.18	12.27	12.28	12.34
Contract construction	12.26	12.25	12.23	12.23	12.26	12.30	12.26	12.28	12.36	12.19	12.23	12.17	12.25
Manufacturing	9.48	9.49	9.51	9.53	9.56	9.56	9.58	9.61	9.66	9.62	9.66	9.68	9.70
Transportation and public utilities	11.30	11.31	11.40	11.36	11.41	11.49	11.44	11.50	11.55	11.52	11.62	11.63	11.65
Wholesale trade[1]	9.22	9.24	9.32	9.27	9.27	9.32	9.26	9.34	9.41	9.31	9.40	9.42	9.34
Retail trade	5.94	5.96	5.94	5.95	5.96	6.00	5.99	6.00	6.06	6.00	6.02	6.04	6.03
Finance, insurance, and real estate[2]	7.85	7.83	7.95	7.87	7.90	8.03	8.00	8.05	8.14	8.13	8.27	8.27	8.23
Services	7.88	7.89	7.97	7.94	7.97	8.03	8.03	8.08	8.13	8.07	8.16	8.21	8.17
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	164.8	164.9	165.7	165.4	165.7	166.7	166.4	167.1	168.4	167.4	168.5	168.9	168.8
Mining[2]	178.6	177.9	178.9	178.8	178.8	179.3	178.7	180.0	181.7	180.8	180.5	179.7	179.8
Contract construction	150.4	150.0	149.3	149.1	149.4	150.0	149.4	148.9	150.4	149.2	150.0	148.8	150.0
Manufacturing	167.9	168.4	168.6	169.0	169.3	169.1	169.4	170.1	170.8	170.8	171.4	172.0	172.1
Transportation and public utilities	165.0	165.0	166.6	166.0	166.1	167.3	167.0	168.1	169.2	169.1	169.6	170.2	170.3
Wholesale trade[2]	170.7	170.7	171.3	171.1	170.8	172.3	171.0	172.2	173.9	173.1	173.7	173.1	173.0
Retail trade	155.6	155.9	155.9	155.8	155.3	157.2	156.7	157.4	158.9	157.1	157.8	158.1	158.1
Finance, insurance, and real estate[2]	170.0	169.8	172.1	170.5	171.2	173.8	173.0	174.2	176.0	175.6	178.6	178.5	177.7
Services	167.8	167.6	169.8	169.0	169.6	171.5	171.1	172.1	173.4	171.8	173.5	174.6	174.0

[1] Production or nonsupervisory workers.

[2] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1983	1984				1985				1986
	IV	I	II	III	IV	I	II	III	IV	I
Average hourly compensation:										
All persons, business sector	3.7	3.7	3.7	4.3	3.8	3.8	4.1	4.1	4.2	3.4
All employees, nonfarm business sector:										
Current dollars	3.7	3.4	3.5	3.9	3.6	3.7	3.7	3.6	3.5	3.0
1977 dollars	0.4	-1.0	-0.7	-0.3	-0.4	0.1	0.0	0.2	0.0	-0.1
Average hourly earnings, private nonfarm economy[1]	4.4	4.2	4.1	4.0	3.4	3.1	3.1	2.9	3.1	2.7
Mining[2]	3.9	3.5	3.7	3.2	2.0	2.7	2.6	2.5	3.7	3.0
Contract construction	1.5	1.1	1.8	1.7	1.4	1.5	1.0	1.0	1.1	-.3
Manufacturing	4.3	4.3	4.1	4.0	3.8	3.7	3.9	3.6	3.3	2.6
Transportation and public utilities	3.8	3.1	2.9	3.4	2.4	2.2	2.3	2.4	2.7	3.1
Wholesale trade	5.5	5.1	4.9	4.9	4.3	4.2	4.0	3.1	2.6	2.2
Retail trade	4.2	3.4	2.7	1.9	1.8	1.7	1.4	1.5	1.6	1.4
Finance, insurance, and real estate[2]	6.2	4.9	4.5	4.9	4.0	3.9	3.9	3.8	4.4	4.9
Services	4.9	4.7	4.5	4.5	4.2	3.8	4.0	3.9	4.3	4.4
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	4.0	3.6	3.5	3.4	3.1	3.1	3.1	2.9	3.0	2.7
1977 dollars	1.0	-.1	5	-.1	-.4	-.4	-1.0	-.2	-.2	-.1
Mining[2]	4.2	4.3	4.6	4.4	3.9	3.7	3.1	2.4	2.4	1.4
Contract construction	2.0	1.6	2.0	1.7	1.3	1.8	1.2	1.1	1.0	-.4
Manufacturing	2.8	2.8	3.2	3.4	3.3	3.7	3.8	3.5	3.3	2.7
Transportation and public utilities	4.3	3.5	3.3	3.4	2.9	2.6	2.6	2.7	3.0	3.1
Wholesale trade[2]	5.5	5.2	4.8	4.7	4.2	4.0	3.8	2.9	2.5	2.1
Retail trade	4.4	3.6	2.8	1.9	1.7	1.5	1.3	1.5	1.8	1.7
Finance, insurance, and real estate[2]	5.9	4.7	4.4	4.6	3.6	3.3	3.5	3.4	4.2	4.7
Services	4.8	4.6	4.4	4.4	4.0	3.7	3.9	3.8	4.2	4.3
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	5.8	5.7	5.1	4.7	3.5	2.6	2.3	2.3	2.7	2.5
1977 dollars	2.8	1.9	2.0	1.1	-.1	-.9	-1.7	-.8	-.5	-.4

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1983			1984				1985				1986
	II	III	IV	I	II	III	IV	I	II	III	IV	I
Average hourly compensation:												
All persons, business sector	3.4	1.5	5.1	4.9	3.3	4.1	3.1	4.8	4.4	4.2	3.4	1.7
All employees, nonfarm business sector:												
Current dollars	3.0	1.9	4.3	4.4	3.5	3.5	3.1	4.7	3.6	2.8	3.1	2.5
1977 dollars	-1.2	-2.2	0.0	-0.7	-0.1	-0.4	-0.5	1.4	-0.4	0.2	-1.1	1.0
Average hourly earnings, private nonfarm economy[1]	4.1	3.4	5.2	4.0	3.6	3.1	2.7	2.9	3.7	2.2	3.6	1.2
Mining[2]	.1	3.0	3.8	6.2	1.7	.9	-.7	9.0	1.2	.6	4.1	6.1
Contract construction	-.2	.7	2.4	1.7	2.5	.4	.9	2.1	.5	.5	1.2	-3.3
Manufacturing	3.6	3.9	5.1	4.5	3.0	3.5	4.3	4.1	3.7	2.4	2.8	1.5
Transportation and public utilities	3.5	.7	5.0	3.0	2.8	2.8	1.2	1.9	3.4	3.0	2.7	3.3
Wholesale trade	5.9	4.6	6.4	3.7	4.8	4.6	4.2	3.4	3.8	1.2	2.2	1.7
Retail trade	4.6	4.3	3.3	1.6	1.6	1.1	2.7	1.1	.7	1.6	3.2	.2
Finance, insurance and real estate[2]	3.6	1.8	7.5	6.8	2.1	3.2	4.1	6.2	2.1	2.9	6.7	8.2
Services	5.7	4.1	4.8	4.4	4.9	4.1	3.5	2.6	5.8	3.4	5.1	3.3
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	3.6	2.9	4.3	3.6	3.3	2.6	3.0	3.5	3.2	2.0	3.3	2.4
1977 dollars	-.7	-1.1	.9	.8	1.5	-3.3	-.5	.7	-.7	.3	-.5	1.1
Mining[2]	2.5	5.1	4.5	5.0	3.8	4.2	2.6	4.4	1.4	1.2	2.6	.4
Contract construction	.5	.2	2.4	3.3	2.1	-.8	.6	5.2	-.1	-1.2	.3	-.6
Manufacturing	1.7	2.2	3.5	3.9	3.2	3.0	3.3	5.2	3.5	2.0	2.3	3.0
Transportation and public utilities	3.8	1.5	4.9	3.9	2.8	2.0	2.9	2.7	2.9	2.3	4.0	3.1
Wholesale trade[2]	5.2	4.8	6.3	4.5	3.8	4.4	4.0	3.9	2.7	1.2	2.3	2.2
Retail trade	5.7	4.0	3.5	1.4	2.3	.6	2.5	.5	1.7	1.2	3.6	.1
Finance, insurance, and real estate[2]	3.1	2.3	6.9	6.7	2.0	2.9	3.0	5.4	2.5	2.8	6.2	7.5
Services	5.9	4.3	5.2	3.2	5.0	4.2	3.6	2.1	5.7	3.8	5.2	2.6
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	6.1	4.2	6.8	5.6	4.0	2.3	2.0	2.1	2.9	2.2	3.6	1.2
1977 dollars	1.7	.2	3.5	2.3	2.2	-3.6	-1.5	-.7	-1.0	-.1	.2	(3)

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

3 Less than .05 percent

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985									1986			
	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.p	Apr.p
Average hourly earnings, private nonfarm economy[1]	2.9	3.1	3.2	2.6	3.0	3.0	3.1	3.0	3.2	2.7	2.7	2.6	2.3
Mining[2]	2.3	2.1	3.2	2.1	2.8	2.4	3.2	3.4	4.4	2.7	3.1	3.1	3.4
Contract construction	1.3	.9	.7	.8	1.0	1.2	1.0	1.0	1.3	-.1	-.3	-.4	-.1
Manufacturing	3.9	3.9	3.8	3.7	3.7	3.5	3.2	3.2	3.3	2.6	2.7	2.7	2.3
Transportation and public utilities	2.1	2.3	2.6	1.8	2.5	2.8	2.5	2.9	2.8	2.8	3.3	3.2	3.1
Wholesale trade	3.7	4.1	4.3	3.2	3.2	3.0	2.8	2.8	2.4	2.4	2.2	2.1	1.3
Retail trade	1.4	1.7	1.2	1.2	1.5	1.9	1.5	1.2	2.2	1.4	1.3	1.5	1.5
Finance, insurance, and real estate[2]	3.0	3.7	4.9	3.6	4.4	3.5	4.3	4.4	4.6	4.6	5.1	5.1	4.8
Services	3.5	4.0	4.6	3.5	4.0	4.0	4.3	4.4	4.1	4.3	4.5	4.5	3.7
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	2.9	3.1	3.2	2.7	3.0	3.0	3.0	3.0	3.1	2.7	2.8	2.7	2.5
1977 dollars	-1.3	-.9	-.8	-1.1	(3)	.4	.1	-.3	-.5	-.9	-.2	.8	-
Mining	3.2	3.0	3.1	2.5	2.7	2.0	2.3	2.2	2.7	1.9	1.2	1.1	.7
Contract construction	1.7	1.1	-.8	-.7	1.1	1.4	1.1	.9	1.1	(3)	-.5	-.7	-.3
Manufacturing	3.8	3.8	3.7	3.7	3.5	3.4	3.2	3.3	3.3	2.7	2.7	2.7	2.5
Transportation and public utilities	2.4	2.6	2.9	2.2	2.8	3.1	2.5	3.2	3.1	2.9	3.3	2.9	3.2
Wholesale trade	3.5	3.9	3.9	3.0	3.1	2.7	2.6	2.6	2.4	2.3	2.1	1.9	1.4
Retail trade	1.1	1.6	1.2	1.1	1.4	2.0	1.7	1.4	2.1	1.7	1.6	1.7	1.6
Finance, insurance, and real estate	2.6	3.4	4.4	3.1	4.0	3.3	4.0	4.2	4.4	4.4	5.0	4.8	4.5
Services	3.5	3.7	4.4	3.3	4.0	4.0	4.3	4.3	4.0	4.2	4.4	4.4	3.7
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	1.7	2.6	2.7	1.8	2.7	2.4	2.8	2.4	2.9	3.0	2.4	2.0	2.3
1977 dollars	-2.3	-1.3	-1.3	-1.9	-.2	-.2	(3)	-.9	-.6	-.7	-.5	.1	-

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985									1986			
	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.p	Apr.p
Average hourly earnings, private nonfarm economy[1]	3.9	3.1	2.9	3.1	2.6	3.1	2.4	2.8	3.5	2.3	2.8	2.1	2.3
Mining[2]	6.1	4.0	5.0	.3	.8	1.5	.3	2.7	3.9	5.1	5.4	4.7	6.6
Contract construction	2.0	1.5	.5	.5	-.2	1.3	0.0	.5	2.1	-.7	-.5	-2.1	-.2
Manufacturing	4.4	3.9	3.5	3.2	3.2	2.8	2.1	2.5	3.2	1.9	2.1	2.5	2.5
Transportation and public utilities	2.5	2.3	3.1	2.7	2.9	3.9	2.5	3.4	2.6	2.8	3.7	2.5	3.7
Wholesale trade	4.7	3.3	2.8	4.0	1.5	2.0	.9	2.2	1.9	.9	2.8	2.2	1.7
Retail trade	1.4	1.0	.3	1.0	.7	1.7	1.7	1.3	4.1	1.7	2.0	1.3	1.3
Finance, insurance, and real estate[2]	4.7	3.1	4.4	2.6	.8	4.1	3.9	5.7	4.8	6.7	9.6	6.1	5.8
Services	4.7	3.9	4.1	5.2	4.1	4.4	3.8	4.9	4.1	3.3	4.8	4.5	3.5
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	4.0	3.2	2.8	3.0	2.1	2.8	2.0	2.8	3.3	2.5	3.5	2.6	3.0
1977 dollars	.7	-.1	-.6	-.5	-1.2	.1	-.5	-5	-.3	-1.4	.8	1.5	-
Mining[2]	1.9	2.3	1.6	.4	1.8	([3])	.2	2.5	3.1	2.2	1.9	.4	1.2
Contract construction	3.7	3.3	.6	-.2	-1.9	.1	-1.4	-1.5	1.6	.2	.9	-1.5	.8
Manufacturing	4.7	4.5	3.9	3.4	2.9	2.0	1.8	2.0	2.7	2.1	2.5	3.4	3.2
Transportation and public utilities	2.7	2.6	3.1	3.1	2.4	2.3	2.4	3.8	3.1	2.8	4.2	3.5	4.0
Wholesale trade[2]	4.7	3.4	1.8	2.2	.8	2.9	.4	1.8	3.0	2.4	3.4	.9	2.4
Retail trade	2.1	1.0	.3	1.7	.5	2.2	1.4	1.8	4.0	1.7	2.6	1.2	1.8
Finance, insurance, and real estate[2]	4.5	3.2	4.1	2.7	1.2	2.9	3.6	5.2	4.7	6.1	8.9	5.5	5.5
Services	4.6	3.3	3.8	4.9	4.1	5.2	3.9	5.4	4.2	3.4	4.7	3.7	3.5
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	2.7	2.5	2.3	2.5	2.6	2.5	2.9	2.2	3.5	3.5	2.2	1.5	1.7
1977 dollars	-.6	-.8	-1.2	-1.0	-.6	-.2	.5	-1.0	([3])	-.4	-.4	.4	-

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than -0.05.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 9. Employment Cost Index

Industry or Occupation Category, and Year	Indexes (June 1981=100)				Percent Changes for							
					3 Months Ended--				12 Months Ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
	COMPENSATION (WAGES, SALARIES, AND EMPLOYER COSTS FOR EMPLOYEE BENEFITS)											
Civilian nonfarm workers 1/												
1981	-	100.0	102.6	104.5	-	-	2.6	1.9	-	-	-	-
1982	106.3	107.5	110.1	111.4	1.7	1.1	2.4	1.2	-	7.5	7.3	6.6
1983	113.2	114.5	116.5	117.8	1.6	1.1	1.7	1.1	6.5	6.5	5.8	5.7
1984	119.8	120.8	122.4	123.9	1.7	.8	1.3	1.2	5.8	5.5	5.1	5.2
1985	125.5	126.4	128.4	129.2	1.3	.7	1.6	.6	4.8	4.6	4.9	4.3
1986	130.6	-	-	-	1.1	-	-	-	4.1	-	-	-
Workers, by occupational group:												
White-collar workers												
1981	-	100.0	102.7	104.9	-	-	2.7	2.1	-	-	-	-
1982	106.5	107.7	110.7	111.9	1.5	1.1	2.8	1.1	-	7.7	7.8	6.7
1983	113.7	114.9	117.6	118.9	1.6	1.1	2.3	1.1	6.8	6.7	6.2	6.3
1984	120.9	122.1	124.0	125.5	1.7	1.0	1.6	1.2	6.3	6.3	5.4	5.6
1985	127.3	128.3	130.7	131.6	1.4	.8	1.9	.7	5.3	5.1	5.4	4.9
1986	133.1	-	-	-	1.1	-	-	-	4.6	-	-	-
Blue-collar workers												
1981	-	100.0	102.3	104.1	-	-	2.3	1.8	-	-	-	-
1982	105.7	107.1	109.2	110.5	1.5	1.3	2.0	1.2	-	7.1	6.7	6.1
1983	112.3	113.6	114.8	115.8	1.6	1.2	1.1	.9	6.2	6.1	5.1	4.8
1984	117.7	118.6	119.6	120.9	1.6	.8	.8	1.1	4.8	4.4	4.2	4.4
1985	122.2	123.1	124.4	124.9	1.1	.7	1.1	.4	3.8	3.8	4.0	3.3
1986	126.2	-	-	-	1.0	-	-	-	3.3	-	-	-
Service workers												
1981	-	100.0	102.8	104.2	-	-	2.8	1.4	-	-	-	-
1982	107.2	108.3	110.8	112.4	2.9	1.0	2.3	1.4	-	8.3	7.8	7.9
1983	114.3	115.1	116.7	119.1	1.7	.7	1.4	2.1	6.6	6.3	5.3	6.0
1984	122.0	122.1	124.6	126.8	2.4	.1	2.0	1.8	6.7	6.1	6.8	6.5
1985	127.8	128.0	130.9	131.8	.8	.2	2.3	.7	4.8	4.8	5.1	3.9
1986	133.1	-	-	-	1.0	-	-	-	4.1	-	-	-
Workers, by industry division:												
Goods-producing industries 3/												
1981	-	100.0	102.4	104.2	-	-	2.4	1.8	-	-	-	-
1982	106.1	107.5	109.6	110.6	1.8	1.3	2.0	.9	-	7.5	7.0	6.1
1983	112.5	113.7	115.0	116.0	1.7	1.1	1.1	.9	6.0	5.8	4.9	4.9
1984	117.8	118.9	120.1	121.4	1.6	.9	1.0	1.1	4.7	4.6	4.4	4.7
1985	123.2	123.9	124.9	125.5	1.5	.6	.8	.5	4.6	4.2	4.0	3.4
1986	126.9	-	-	-	1.1	-	-	-	3.0	-	-	-
Manufacturing												
1981	-	100.0	102.1	104.0	-	-	2.1	1.9	-	-	-	-
1982	106.0	107.2	109.3	110.4	1.9	1.1	2.0	1.0	-	7.2	7.1	6.2
1983	112.5	113.5	115.0	116.0	1.9	.9	1.3	.9	6.1	5.9	5.2	5.1
1984	117.9	119.1	120.4	122.0	1.6	1.0	1.1	1.3	4.8	4.9	4.7	5.2
1985	123.9	124.6	125.5	126.0	1.6	.6	.7	.4	5.1	4.6	4.2	3.3
1986	127.7	-	-	-	1.3	-	-	-	3.1	-	-	-
Service-producing industries 4/												
1981	-	100.0	102.7	104.8	-	-	2.7	2.0	-	-	-	-
1982	106.4	107.5	110.5	111.9	1.5	1.0	2.8	1.3	-	7.5	7.6	6.8
1983	113.6	114.9	117.4	118.9	1.5	1.1	2.2	1.3	6.8	6.9	6.2	6.3
1984	121.0	122.1	123.9	125.5	1.8	.9	1.5	1.3	6.5	6.3	5.5	5.6
1985	126.9	127.9	130.7	131.5	1.1	.8	2.2	.6	4.9	4.8	5.5	4.8
1986	132.9	-	-	-	1.1	-	-	-	4.7	-	-	-
Service industries												
1981	-	100.0	104.4	107.1	-	-	4.4	2.6	-	-	-	-
1982	108.2	109.2	113.5	115.0	1.0	.9	3.9	1.3	-	9.2	8.7	7.4
1983	116.6	117.1	121.1	122.6	1.4	.4	3.4	1.2	7.8	7.2	6.7	6.6
1984	125.0	125.5	128.8	130.9	2.0	.4	2.6	1.6	7.2	7.2	6.4	6.8
1985	131.9	132.6	136.4	137.1	.8	.5	2.9	.5	5.5	5.7	5.9	4.7
1986	138.8	-	-	-	1.2	-	-	-	5.2	-	-	-
Health services												
1985	-	-	-	-	-	.5	1.6	.3	-	-	-	-
1986	-	-	-	-	1.2	-	-	-	3.6	-	-	-
Public administration 5/												
1981	-	100.0	104.3	106.0	-	-	4.3	1.6	-	-	-	-
1982	108.1	109.1	112.8	113.6	2.0	.9	3.4	.7	-	9.1	8.1	7.2
1983	116.2	117.0	119.8	121.4	2.3	.7	2.4	1.3	7.5	7.2	6.2	6.9
1984	122.9	123.7	126.9	128.6	1.2	.7	2.6	1.3	5.8	5.7	5.9	5.9
1985	130.1	130.3	134.2	134.8	1.2	.2	3.0	.4	5.9	5.3	5.8	4.8
1986	136.8	-	-	-	1.5	-	-	-	5.1	-	-	-
Nonmanufacturing												
1981	-	100.0	102.8	104.8	-	-	2.8	1.9	-	-	-	-
1982	106.4	107.7	110.5	111.8	1.5	1.2	2.6	1.2	-	7.7	7.5	6.7
1983	113.5	114.9	117.2	118.6	1.5	1.2	2.0	1.2	6.7	6.7	6.1	6.1
1984	120.7	121.6	123.3	124.8	1.8	.7	1.4	1.2	6.3	5.8	5.2	5.2
1985	126.2	127.2	129.7	130.6	1.1	.8	2.0	.7	4.6	4.6	5.2	4.6
1986	131.9	-	-	-	1.0	-	-	-	4.5	-	-	-
Private industry workers 2/												
1979	-	-	-	86.3	-	-	-	-	-	-	-	-
1980	88.6	90.7	92.8	94.7	2.7	2.3	2.3	2.1	-	-	-	9.8
1981	98.1	100.0	102.0	104.0	3.6	1.9	2.0	2.0	10.7	10.3	10.0	9.8
1982	105.8	107.2	109.3	110.7	1.7	1.3	2.0	1.3	7.8	7.2	7.2	6.4
1983	112.6	113.9	115.6	117.0	1.7	1.2	1.5	1.2	6.4	6.3	5.8	5.7
1984	119.0	120.1	121.1	122.7	1.7	.9	.8	1.3	5.7	5.4	4.8	4.9
1985	124.2	125.2	126.8	127.5	1.2	.8	1.3	.6	4.4	4.2	4.7	3.9
1986	128.9	-	-	-	1.1	-	-	-	3.8	-	-	-
Private industry workers, Excluding sales workers												
1979	-	-	-	85.8	-	-	-	-	-	-	-	-
1980	88.5	90.6	92.8	94.7	3.0	2.4	2.5	2.0	-	-	-	10.3
1981	98.3	100.0	102.3	104.1	3.7	1.8	2.3	1.8	11.1	10.4	10.2	9.9
1982	106.1	107.5	109.7	111.0	1.9	1.3	2.0	1.2	8.0	7.5	7.2	6.6
1983	113.0	114.4	116.1	117.3	1.8	1.2	1.5	1.0	6.5	6.4	5.8	5.7
1984	119.5	120.6	121.8	123.3	1.9	.9	1.0	1.2	5.8	5.4	4.9	5.1
1985	124.5	125.5	127.1	127.6	1.0	.8	1.3	.4	4.2	4.1	4.4	3.5
1986	129.1	-	-	-	1.2	-	-	-	3.7	-	-	-

See footnotes at end of table.

Table 9. Continued—Employment Cost Index

Industry or Occupation Category, and Year	Indexes (June 1981=100)				Percent Changes for							
					3 Months Ended--				12 Months Ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
	COMPENSATION (WAGES, SALARIES, AND EMPLOYER COSTS FOR EMPLOYEE BENEFITS)											
Workers, by occupational group:												
White-collar workers												
1979	-	-	-	86.3	-	-	-	-	-	-	-	-
1980	88.7	90.8	92.6	94.5	2.8	2.3	2.0	2.1	-	-	-	9.5
1981	98.3	100.0	101.8	104.0	3.9	1.8	1.8	2.2	10.8	10.2	10.0	10.1
1982	105.8	107.2	109.5	110.8	1.7	1.3	2.1	1.2	7.6	7.2	7.6	6.5
1983	112.8	114.2	116.5	117.9	1.8	1.2	2.0	1.2	6.6	6.5	6.4	6.4
1984	119.9	121.4	122.4	123.9	1.7	1.3	.8	1.2	6.3	6.3	5.1	5.1
1985	125.8	127.1	128.8	129.8	1.5	1.0	1.3	.8	4.9	4.7	5.2	4.8
1986	131.3	-	-	-	1.2	-	-	-	4.4	-	-	-
White-collar workers, Excluding sales workers												
1979	-	-	-	85.8	-	-	-	-	-	-	-	-
1980	88.7	90.8	92.7	94.6	3.4	2.4	2.1	2.0	-	-	-	10.3
1981	98.6	100.0	102.5	104.4	4.2	1.5	2.5	1.9	11.2	10.1	10.5	10.4
1982	106.4	108.0	110.3	111.5	1.9	1.5	2.1	1.1	7.9	8.0	7.6	6.8
1983	113.8	115.3	117.7	118.9	2.1	1.3	2.1	1.0	7.0	6.8	6.7	6.6
1984	121.2	122.6	124.0	125.5	1.9	1.2	1.1	1.2	6.5	6.3	5.4	5.6
1985	126.7	128.1	129.8	130.4	1.0	1.1	1.3	.5	4.5	4.5	4.7	3.9
1986	132.2	-	-	-	1.4	-	-	-	4.3	-	-	-
Professional and technical workers												
1986	-	-	-	-	1.1	-	-	-	-	-	-	-
Managers and administrators												
1986	-	-	-	-	1.6	-	-	-	-	-	-	-
Clerical workers												
1986	-	-	-	-	1.3	-	-	-	-	-	-	-
Blue-collar workers												
1979	-	-	-	86.2	-	-	-	-	-	-	-	-
1980	88.3	90.5	93.0	94.9	2.4	2.5	2.7	2.1	-	-	-	10.1
1981	97.8	100.0	102.2	104.0	3.0	2.3	2.2	1.8	10.7	10.5	10.0	9.6
1982	105.6	107.0	109.0	110.3	1.5	1.3	1.9	1.2	8.0	7.0	6.7	6.1
1983	112.1	113.5	114.6	115.7	1.6	1.2	1.0	1.0	6.2	6.1	5.1	4.9
1984	117.5	118.4	119.3	120.6	1.6	.8	.8	1.1	4.8	4.3	4.1	4.2
1985	121.9	122.8	124.0	124.4	1.1	.7	1.0	.3	3.7	3.7	3.9	3.2
1986	125.7	-	-	-	1.0	-	-	-	3.1	-	-	-
Craft and kindred workers												
1986	-	-	-	-	1.3	-	-	-	-	-	-	-
Operatives, except transport												
1986	-	-	-	-	1.0	-	-	-	-	-	-	-
Transport equipment operatives												
1986	-	-	-	-	.6	-	-	-	-	-	-	-
Nonfarm laborers												
1986	-	-	-	-	.6	-	-	-	-	-	-	-
Service workers												
1979	-	-	-	86.2	-	-	-	-	-	-	-	-
1980	89.9	90.8	92.7	94.3	4.3	1.1	2.1	1.7	-	-	-	9.4
1981	99.3	100.0	101.9	103.1	5.4	.7	1.9	1.2	10.5	10.1	9.9	9.3
1982	106.7	107.9	109.6	111.8	3.5	1.1	1.6	2.0	7.5	7.9	7.6	8.4
1983	113.8	114.6	115.1	117.9	1.8	.7	.4	2.4	6.7	6.2	5.0	5.5
1984	121.5	121.2	123.2	125.7	3.1	-.2	1.7	2.0	6.8	5.8	7.0	6.6
1985	126.3	126.5	128.8	129.5	.5	.2	1.8	.5	4.0	4.4	4.5	3.0
1986	130.9	-	-	-	1.1	-	-	-	3.6	-	-	-
Workers, by industry division:												
Goods-producing industries 3/												
1979	-	-	-	86.2	-	-	-	-	-	-	-	-
1980	88.5	90.5	92.7	94.7	2.7	2.2	2.4	2.1	-	-	-	9.8
1981	97.8	100.0	102.3	104.1	3.3	2.2	2.3	1.8	10.5	10.5	10.3	10.0
1982	106.1	107.4	109.5	110.5	1.9	1.2	2.0	.9	8.4	7.0	7.0	6.1
1983	112.4	113.6	114.9	115.9	1.7	1.1	1.1	.9	5.9	5.8	4.9	4.9
1984	117.7	118.8	119.9	121.2	1.6	.9	.9	1.1	4.7	4.6	4.4	4.6
1985	123.0	123.9	124.6	125.3	1.5	.7	.6	.6	4.5	4.2	3.9	3.4
1986	126.7	-	-	-	1.1	-	-	-	3.0	-	-	-
Contract construction												
1985	-	-	-	-	-	1.1	.7	.7	-	-	-	-
1986	-	-	-	-	.3	-	-	-	2.8	-	-	-
Manufacturing												
1979	-	-	-	86.3	-	-	-	-	-	-	-	-
1980	88.7	90.5	92.6	94.7	2.8	2.0	2.3	2.2	-	-	-	9.8
1981	98.0	100.0	102.1	104.0	3.5	2.0	2.1	1.9	10.5	10.5	10.2	9.8
1982	106.0	107.2	109.3	110.4	1.9	1.1	2.0	1.0	8.2	7.2	7.1	6.2
1983	112.5	113.5	115.0	116.0	1.9	.9	1.3	.9	6.1	5.9	5.2	5.1
1984	117.9	119.1	120.4	122.0	1.6	1.0	1.1	1.3	4.8	4.9	4.7	5.2
1985	123.9	124.6	125.5	126.0	1.6	.6	.7	.4	5.1	4.6	4.2	3.3
1986	127.7	-	-	-	1.3	-	-	-	3.1	-	-	-
Manufacturing, durable goods												
1986	-	-	-	-	1.2	-	-	-	-	-	-	-
Manufacturing, nondurable goods												
1986	-	-	-	-	1.3	-	-	-	-	-	-	-
Service-producing industries 4/												
1979	-	-	-	86.3	-	-	-	-	-	-	-	-
1980	88.7	90.8	92.8	94.7	2.8	2.4	2.2	2.0	-	-	-	9.7
1981	98.4	100.0	101.8	103.9	3.9	1.6	1.8	2.1	10.9	10.1	9.7	9.7
1982	105.5	106.9	109.2	110.8	1.5	1.3	2.2	1.5	7.2	6.9	7.3	6.6
1963	112.7	114.2	116.2	117.9	1.7	1.3	1.8	1.5	6.8	6.8	6.4	6.4
1984	120.1	121.3	122.2	123.9	1.9	1.0	.7	1.4	6.6	6.2	5.2	5.1
1985	125.2	126.4	128.7	129.4	1.0	1.0	1.8	.5	4.2	4.2	5.3	4.4
1986	130.8	-	-	-	1.1	-	-	-	4.5	-	-	-

See footnotes at end of table.

Table 9. Continued—Employment Cost Index

Industry or Occupation Category, and Year	Indexes (June 1981=100)				Percent Changes for							
					3 Months Ended--				12 Months Ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
	COMPENSATION (WAGES, SALARIES, AND EMPLOYER COSTS FOR EMPLOYEE BENEFITS)											
Transportation and public utilities												
1985	-	-	-	-	-	.9	1.4	.4	-	-	-	-
1986	-	-	-	-	1.3	-	-	-	4.0	-	-	-
Transportation												
1985	-	-	-	-	-	.8	1.4	.0	-	-	-	-
1986	-	-	-	-	2.0	-	-	-	4.3	-	-	-
Public utilities												
1985	-	-	-	-	-	.8	1.7	.9	-	-	-	-
1986	-	-	-	-	.3	-	-	-	3.7	-	-	-
Wholesale and retail trade												
1985	-	-	-	-	-	1.7	1.2	.7	-	-	-	-
1986	-	-	-	-	.6	-	-	-	4.2	-	-	-
Retail trade												
1985	-	-	-	-	-	1.4	1.6	.8	-	-	-	-
1986	-	-	-	-	.4	-	-	-	4.3	-	-	-
Finance, insurance, and real estate												
1985	-	-	-	-	-	-.2	1.9	1.6	-	-	-	-
1986	-	-	-	-	.9	-	-	-	4.3	-	-	-
Service industries												
1985	-	-	-	-	-	.8	2.3	.3	-	-	-	-
1986	-	-	-	-	1.5	-	-	-	4.9	-	-	-
Health services												
1985	-	-	-	-	-	.7	1.2	.3	-	-	-	-
1986	-	-	-	-	1.2	-	-	-	3.5	-	-	-
Nonmanufacturing												
1979	-	-	-	86.3	-	-	-	-	-	-	-	-
1980	88.6	90.8	92.9	94.7	2.7	2.5	2.3	2.0	-	-	-	9.8
1981	98.2	100.0	102.0	103.9	3.7	1.8	2.0	1.9	10.9	10.2	9.8	9.7
1982	105.7	107.1	109.3	110.8	1.7	1.3	2.1	1.4	7.6	7.1	7.2	6.6
1983	112.6	114.2	116.0	117.5	1.6	1.4	1.6	1.3	6.5	6.6	6.1	6.0
1984	119.6	120.7	121.6	123.1	1.8	.9	.7	1.2	6.2	5.7	4.8	4.8
1985	124.4	125.6	127.6	128.4	1.1	1.0	1.6	.6	4.0	4.1	4.9	4.3
1986	129.7	-	-	-	1.0	-	-	-	4.3	-	-	-
Workers, by bargaining status: 6/												
Union workers												
1979	-	-	-	85.2	-	-	-	-	-	-	-	-
1980	87.4	89.7	92.4	94.7	2.5	2.7	3.0	2.5	-	-	-	11.1
1981	97.6	100.0	102.5	104.8	3.1	2.4	2.5	2.2	11.8	11.5	10.9	10.7
1982	106.5	108.4	110.6	112.3	1.6	1.8	2.0	1.5	9.1	8.4	7.9	7.2
1983	114.5	116.0	117.8	118.8	2.0	1.3	1.6	.8	7.5	7.0	6.5	5.8
1984	120.6	121.7	122.6	123.9	1.5	.9	.7	1.1	5.3	4.9	4.1	4.3
1985	124.8	125.5	126.5	127.1	.7	.6	.8	.5	3.5	3.1	3.2	2.6
1986	128.4	-	-	-	1.0	-	-	-	2.9	-	-	-
Union workers, goods-producing industries 5/												
1981	-	100.0	102.8	104.7	-	-	2.8	1.8	-	-	-	-
1982	106.4	108.2	110.4	111.8	1.6	1.7	2.0	1.3	-	8.2	7.4	6.8
1983	113.9	115.1	116.5	117.3	1.9	1.1	1.2	.7	7.0	6.4	5.5	4.9
1984	119.2	120.4	121.4	122.9	1.6	1.0	.8	1.2	4.7	4.6	4.2	4.8
1985	123.6	123.9	124.6	125.2	.6	.2	.6	.5	3.7	2.9	2.6	1.9
1986	126.4	-	-	-	1.0	-	-	-	2.3	-	-	-
Union workers, service-producing industries 5/												
1981	-	100.0	102.1	105.0	-	-	2.1	2.8	-	-	-	-
1982	106.8	108.7	111.0	113.1	1.7	1.8	2.1	1.9	-	8.7	8.7	7.7
1983	115.4	117.4	119.9	121.3	2.0	1.7	2.1	1.2	8.1	8.0	8.0	7.3
1984	122.9	123.6	124.5	125.6	1.3	.6	.7	.9	6.5	5.3	3.8	3.5
1985	126.7	128.0	129.5	130.2	.9	1.0	1.2	.5	3.1	3.6	4.0	3.7
1986	131.6	-	-	-	1.1	-	-	-	3.9	-	-	-
Union workers, manufacturing												
1981	-	100.0	102.3	104.6	-	-	2.3	2.2	-	-	-	-
1982	106.3	108.0	110.3	111.8	1.6	1.6	2.1	1.4	-	8.0	7.8	6.9
1983	114.0	114.8	116.3	117.2	2.0	.7	1.3	.8	7.2	6.3	5.4	4.8
1984	119.3	120.5	121.6	123.2	1.8	1.0	.9	1.3	4.6	5.0	4.6	5.1
1985	124.2	124.2	125.0	125.5	.8	.0	.6	.4	4.1	3.1	2.8	1.9
1986	127.0	-	-	-	1.2	-	-	-	2.3	-	-	-
Union workers, nonmanufacturing												
1981	-	100.0	102.7	105.0	-	-	2.7	2.2	-	-	-	-
1982	106.8	108.7	111.0	112.8	1.7	1.8	2.1	1.6	-	8.7	8.1	7.4
1983	114.9	117.1	119.2	120.4	1.9	1.9	1.8	1.0	7.6	7.7	7.4	6.7
1984	121.9	122.8	123.6	124.5	1.2	.7	.7	.7	6.1	4.9	3.7	3.4
1985	125.3	126.6	127.8	128.6	.6	1.0	.9	.6	2.8	3.1	3.4	3.3
1986	129.7	-	-	-	.9	-	-	-	3.5	-	-	-
Nonunion workers												
1979	-	-	-	86.9	-	-	-	-	-	-	-	-
1980	89.3	91.1	92.8	94.6	2.8	2.1	1.9	1.9	-	-	-	8.9
1981	98.4	100.0	101.7	103.5	4.0	1.7	1.7	1.8	10.2	9.8	9.6	9.4
1982	105.3	106.5	108.5	109.7	1.7	1.1	1.9	1.1	7.0	6.5	6.7	6.0
1983	111.5	112.8	114.4	115.9	1.6	1.2	1.4	1.3	5.9	5.9	5.4	5.7
1984	118.0	119.2	120.3	121.9	1.8	1.0	.9	1.3	5.8	5.7	5.2	5.2
1985	123.8	125.0	126.8	127.5	1.6	1.0	1.4	.6	4.9	4.9	5.4	4.6
1986	129.0	-	-	-	1.2	-	-	-	4.2	-	-	-
Nonunion workers, goods-producing industries 5/												
1981	-	100.0	101.8	103.5	-	-	1.8	1.7	-	-	-	-
1982	105.7	106.7	108.5	109.2	2.1	.9	1.7	.6	-	6.7	6.6	5.5
1983	111.0	112.2	113.4	114.6	1.6	1.1	1.1	1.1	5.0	5.2	4.5	4.9
1984	116.2	117.1	118.4	119.6	1.4	.8	1.1	1.0	4.7	4.4	4.4	4.4
1985	122.4	123.5	124.4	125.1	2.3	.9	.7	.6	5.3	5.5	5.1	4.6
1986	126.7	-	-	-	1.3	-	-	-	3.5	-	-	-

See footnotes at end of table.

Table 9. Continued—Employment Cost Index

Industry or Occupation Category, and Year	Indexes (June 1981=100)				Percent Changes for							
					3 Months Ended--				12 Months Ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
	COMPENSATION (WAGES, SALARIES, AND EMPLOYER COSTS FOR EMPLOYEE BENEFITS)											
Nonunion workers, service-producing industries 6/												
1981	-	100.0	101.7	103.5	-	-	1.7	1.8	-	-	-	-
1982	105.1	106.3	108.5	110.0	1.5	1.1	2.1	1.4	-	6.3	6.7	6.3
1983	111.7	113.1	115.0	116.7	1.5	1.3	1.7	1.5	6.3	6.4	6.0	6.1
1984	119.1	120.5	121.4	123.3	2.1	1.2	.7	1.6	6.6	6.5	5.6	5.7
1985	124.7	125.8	128.3	129.0	1.1	.9	2.0	.5	4.7	4.4	5.7	4.6
1986	130.4	-	-	-	1.1	-	-	-	4.6	-	-	-
Nonunion workers, manufacturing												
1981	-	100.0	101.8	103.5	-	-	1.8	1.7	-	-	-	-
1982	105.7	106.6	108.4	109.2	2.1	.9	1.7	.7	-	6.6	6.5	5.5
1983	111.2	112.3	113.8	114.9	1.8	1.0	1.3	1.0	5.2	5.3	5.0	5.2
1984	116.6	117.9	119.3	120.8	1.5	1.1	1.2	1.3	4.9	5.0	4.8	5.1
1985	123.6	124.8	125.7	126.3	2.3	1.0	.7	.5	6.0	5.9	5.4	4.6
1986	128.1	-	-	-	1.4	-	-	-	3.6	-	-	-
Nonunion workers, nonmanufacturing												
1981	-	100.0	101.7	103.5	-	-	1.7	1.8	-	-	-	-
1982	105.2	106.4	108.6	109.9	1.6	1.1	2.1	1.2	-	6.4	6.8	6.2
1983	111.6	113.0	114.7	116.4	1.5	1.3	1.5	1.5	6.1	6.2	5.6	5.9
1984	118.6	119.8	120.7	122.4	1.9	1.0	.8	1.4	6.3	6.0	5.2	5.2
1985	123.9	125.1	127.3	128.1	1.2	1.0	1.8	.6	4.5	4.4	5.5	4.7
1986	129.5	-	-	-	1.1	-	-	-	4.5	-	-	-
Workers, by region: 6/												
Northeast												
1982	-	-	-	111.7	-	-	-	-	-	-	-	-
1983	112.6	114.3	116.0	117.5	.8	1.5	1.5	1.3	-	-	-	5.2
1984	118.9	120.7	122.4	123.8	1.2	1.5	1.4	1.1	5.6	5.6	5.5	5.4
1985	125.1	126.4	128.8	129.9	1.1	1.0	1.9	.9	5.2	4.7	5.2	4.9
1986	131.6	-	-	-	1.3	-	-	-	5.2	-	-	-
South												
1982	-	-	-	110.6	-	-	-	-	-	-	-	-
1983	112.5	113.5	115.6	117.1	1.7	.9	1.9	1.3	-	-	-	5.9
1984	119.7	120.7	120.7	122.2	2.2	.8	.0	1.2	6.4	6.3	4.4	4.4
1985	124.2	125.2	126.5	127.2	1.6	.8	1.0	.6	3.8	3.7	4.8	4.1
1986	128.7	-	-	-	1.2	-	-	-	3.6	-	-	-
Midwest (formerly North Central)												
1982	-	-	-	108.6	-	-	-	-	-	-	-	-
1983	110.9	112.5	113.9	114.7	2.1	1.4	1.2	.7	-	-	-	5.6
1984	117.2	117.9	119.7	120.8	2.2	.6	1.5	.9	5.7	4.8	5.1	5.3
1985	122.0	122.7	124.2	124.6	1.0	.6	1.2	.3	4.1	4.1	3.8	3.1
1986	125.9	-	-	-	1.0	-	-	-	3.2	-	-	-
West												
1982	-	-	-	112.9	-	-	-	-	-	-	-	-
1983	115.4	116.6	118.0	120.0	2.2	1.0	1.2	1.7	-	-	-	6.3
1984	121.0	122.2	122.5	124.9	.8	1.0	.2	2.0	4.9	4.8	3.8	4.1
1985	126.8	127.9	129.1	129.8	1.5	.9	.9	.5	4.8	4.7	5.4	3.9
1986	130.8	-	-	-	.8	-	-	-	3.2	-	-	-
Workers, by area size: 6/												
Metropolitan areas												
1979	-	-	-	86.4	-	-	-	-	-	-	-	-
1980	88.5	90.6	92.8	94.7	2.5	2.4	2.4	2.0	-	-	-	9.6
1981	98.1	100.0	102.1	104.1	3.6	1.9	2.1	2.0	10.9	10.3	10.0	9.9
1982	105.7	107.2	109.4	110.9	1.5	1.4	2.1	1.4	7.7	7.2	7.1	6.5
1983	112.9	114.2	116.0	117.4	1.8	1.2	1.6	1.2	6.8	6.5	6.0	5.9
1984	119.4	120.6	121.5	123.2	1.7	1.0	.7	1.4	5.8	5.6	4.7	4.9
1985	124.7	125.7	127.3	128.1	1.2	.8	1.3	.6	4.4	4.2	4.8	4.0
1986	129.5	-	-	-	1.1	-	-	-	3.8	-	-	-
Other areas												
1979	-	-	-	85.6	-	-	-	-	-	-	-	-
1980	88.8	90.3	91.9	94.2	3.8	1.7	1.8	2.5	-	-	-	10.1
1981	98.1	100.0	101.8	103.2	4.1	2.0	1.8	1.4	10.4	10.7	10.7	9.6
1982	106.2	107.0	108.6	109.1	2.9	.8	1.5	.5	8.3	7.0	6.7	5.7
1983	110.8	112.3	113.4	114.5	1.6	1.4	1.0	1.0	4.3	5.0	4.4	4.9
1984	116.7	117.4	119.0	119.8	1.9	.6	1.4	.7	5.3	4.5	4.9	4.6
1985	121.4	122.5	123.9	123.9	1.3	.9	1.1	.0	4.0	4.3	4.1	3.4
1986	125.5	-	-	-	1.3	-	-	-	3.4	-	-	-
State and local government workers												
1981	-	100.0	105.3	107.4	-	-	5.3	2.0	-	-	-	-
1982	108.8	109.3	114.3	115.1	1.3	.5	4.6	.7	-	9.3	8.5	7.2
1983	116.5	117.1	120.8	122.0	1.2	.5	3.2	1.0	7.1	7.1	5.7	6.0
1984	123.9	124.4	128.8	130.1	1.6	.4	3.5	1.0	6.4	6.2	6.6	6.6
1985	131.7	132.0	136.5	137.5	1.2	.2	3.4	.7	6.3	6.1	6.0	5.7
1986	138.9	-	-	-	1.0	-	-	-	5.5	-	-	-
Workers, by occupational group:												
White-collar workers												
1981	-	100.0	105.7	107.8	-	-	5.7	2.0	-	-	-	-
1982	109.1	109.5	114.9	115.8	1.2	.4	4.9	.8	-	9.5	8.7	7.4
1983	117.0	117.5	121.5	122.6	1.0	.4	3.4	.9	7.2	7.3	5.7	5.9
1984	124.5	125.0	129.7	131.1	1.5	.4	3.8	1.1	6.4	6.4	6.7	6.9
1985	132.5	132.9	137.6	138.6	1.1	.3	3.5	.7	6.4	6.3	6.1	5.7
1986	140.0	-	-	-	1.0	-	-	-	5.7	-	-	-
Blue-collar workers												
1981	-	100.0	104.2	105.9	-	-	4.2	1.6	-	-	-	-
1982	108.2	108.9	112.7	113.0	2.2	.6	3.5	.3	-	8.9	8.2	6.7
1983	114.9	115.8	118.0	119.2	1.7	.8	1.9	1.0	6.2	6.3	4.7	5.5
1984	121.9	122.3	125.0	125.9	2.3	.3	2.2	.7	6.1	5.6	5.9	5.6
1985	128.1	128.5	131.9	132.7	1.7	.3	2.6	.6	5.1	5.1	5.5	5.4
1986	134.7	-	-	-	1.5	-	-	-	5.2	-	-	-

See footnotes at end of table.

Table 9. Continued—Employment Cost Index

Industry or Occupation Category, and Year	Indexes (June 1981=100)				Percent Changes for							
					3 Months Ended--				12 Months Ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
	COMPENSATION (WAGES, SALARIES, AND EMPLOYER COSTS FOR EMPLOYEE BENEFITS)											
Workers, by industry division:												
Service industries												
1981	-	100.0	105.8	107.9	-	-	5.8	2.0	-	-	-	-
1982	109.0	109.4	114.9	115.9	1.0	.4	5.0	.9	-	9.4	8.6	7.4
1983	116.8	117.4	121.7	122.6	.8	.5	3.7	.7	7.2	7.3	5.9	5.8
1984	124.5	125.0	129.9	131.3	1.5	.4	3.9	1.1	6.6	6.5	6.7	7.1
1985	132.8	133.2	137.9	139.1	1.1	.3	3.5	.9	6.7	6.6	6.2	5.9
1986	140.4	-	-	-	.9	-	-	-	5.7	-	-	-
Hospitals and other services												
1981	-	100.0	105.0	107.8	-	-	5.0	2.7	-	-	-	-
1982	109.5	110.3	115.3	116.0	1.6	.7	4.5	.6	-	10.3	9.8	7.6
1983	117.5	118.8	121.1	122.6	1.3	1.1	1.9	1.2	7.3	7.7	5.0	5.7
1984	124.4	125.7	127.9	129.2	1.5	1.0	1.8	1.0	5.9	5.8	5.6	5.4
1985	131.1	131.5	134.1	135.2	1.5	.3	2.0	.8	5.4	4.6	4.8	4.6
1986	136.8	-	-	-	1.2	-	-	-	4.3	-	-	-
Health services												
1985	-	-	-	-	-	.1	2.7	.6	-	-	-	-
1986	-	-	-	-	.8	-	-	-	4.2	-	-	-
Schools												
1981	-	100.0	106.0	107.9	-	-	6.0	1.8	-	-	-	-
1982	108.9	109.1	114.8	115.8	.9	.2	5.2	.9	-	9.1	8.3	7.3
1983	116.6	116.9	121.9	122.6	.7	.3	4.3	.6	7.1	7.1	6.2	5.9
1984	124.5	124.7	130.6	132.0	1.5	.2	4.7	1.1	6.8	6.7	7.1	7.7
1985	133.4	133.7	139.1	140.3	1.1	.2	4.0	.9	7.1	7.2	6.5	6.3
1986	141.5	-	-	-	.9	-	-	-	6.1	-	-	-
Elementary and secondary schools												
1981	-	100.0	106.3	108.3	-	-	6.3	1.9	-	-	-	-
1982	109.3	109.5	115.6	116.6	.9	.2	5.6	.9	-	9.5	8.7	7.7
1983	117.2	117.4	123.3	123.9	.5	.2	5.0	.5	7.2	7.2	6.7	6.3
1984	125.4	125.7	132.1	133.5	1.2	.2	5.1	1.1	7.0	7.1	7.1	7.7
1985	134.4	134.6	140.9	142.0	.7	.1	4.7	.8	7.2	7.1	6.7	6.4
1986	143.0	-	-	-	.7	-	-	-	6.4	-	-	-
Public administration 5/												
1981	-	100.0	104.3	106.0	-	-	4.3	1.6	-	-	-	-
1982	108.1	109.1	112.8	113.6	2.0	.9	3.4	.7	-	9.1	8.1	7.2
1983	116.2	117.0	119.8	121.4	2.3	.7	2.4	1.3	7.5	7.2	6.2	6.9
1984	122.9	123.7	126.9	128.6	1.2	.7	2.6	1.3	5.8	5.7	5.9	5.9
1985	130.1	130.3	134.2	134.8	1.2	.2	3.0	.4	5.9	5.3	5.8	4.8
1986	136.8	-	-	-	1.5	-	-	-	5.1	-	-	-

---

[1] Includes private industry and State and local government workers and excludes farm, household, and Federal Government workers.

[2] Excludes farm and household workers.

[3] Includes mining, construction, and manufacturing.

[4] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

[5] Consists of legislative, judicial, administrative, and regulatory activities.

[6] The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See G. Donald Wood, Jr., "Estimation procedures for the Employment Cost Index," *Monthly Labor Review*, May 1982.

– Data not available.

Table 10. Employment Cost Index—wages and salaries only

Industry or Occupation Category, and Year	Indexes (June 1981=100)				Percent Changes for							
					3 Months Ended--				12 Months Ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
	WAGES AND SALARIES ONLY											
Civilian nonfarm workers 1/												
1981	-	100.0	102.5	104.4	-	-	2.5	1.9	-	-	-	-
1982	106.3	107.3	109.7	110.9	1.8	0.9	2.2	1.1	-	7.3	7.0	6.2
1983	112.2	113.4	115.3	116.5	1.2	1.1	1.7	1.0	5.6	5.7	5.1	5.0
1984	117.9	118.8	120.3	121.7	1.2	.8	1.3	1.2	5.1	4.8	4.3	4.5
1985	123.1	124.2	126.3	127.0	1.2	.9	1.7	.6	4.4	4.5	5.0	4.4
1986	128.3	-	-	-	1.0	-	-	-	4.2	-	-	-
Workers, by occupational group:												
White-collar workers												
1981	-	100.0	102.6	104.7	-	-	2.6	2.0	-	-	-	-
1982	106.7	107.6	110.4	111.4	1.9	.8	2.6	.9	-	7.6	7.6	6.4
1983	113.0	114.2	116.7	117.9	1.4	1.1	2.2	1.0	5.9	6.1	5.7	5.8
1984	119.3	120.4	122.2	123.5	1.2	.9	1.5	1.1	5.6	5.4	4.7	4.7
1985	125.2	126.4	128.8	129.8	1.4	1.0	1.9	.8	4.9	5.0	5.4	5.1
1986	131.2	-	-	-	1.1	-	-	-	4.8	-	-	-
Blue-collar workers												
1981	-	100.0	102.4	104.0	-	-	2.4	1.6	-	-	-	-
1982	105.5	106.7	108.6	109.8	1.4	1.1	1.8	1.1	-	6.7	6.1	5.6
1983	110.8	112.0	113.1	114.0	.9	1.1	1.0	.8	5.0	5.0	4.1	3.8
1984	115.3	116.1	117.0	118.2	1.1	.7	.8	1.0	4.1	3.7	3.4	3.7
1985	119.3	120.5	122.0	122.3	.9	1.0	1.2	.2	3.5	3.8	4.3	3.5
1986	123.4	-	-	-	.9	-	-	-	3.4	-	-	-
Service workers												
1981	-	100.0	102.5	103.6	-	-	2.5	1.1	-	-	-	-
1982	106.8	107.9	110.1	111.8	3.1	1.0	2.0	1.5	-	7.9	7.4	7.9
1983	113.2	113.9	115.1	117.4	1.3	.6	1.1	2.0	6.0	5.6	4.5	5.0
1984	120.0	119.8	122.3	124.3	2.2	-.2	2.1	1.6	6.0	5.2	6.3	5.9
1985	124.8	125.3	128.0	128.6	.4	.4	2.2	.5	4.0	4.6	4.7	3.5
1986	129.8	-	-	-	.9	-	-	-	4.0	-	-	-
Workers, by industry division:												
Goods-producing industries 3/												
1981	-	100.0	102.3	104.1	-	-	2.3	1.8	-	-	-	-
1982	106.1	107.2	109.1	110.0	1.9	1.0	1.8	.8	-	7.2	6.6	5.7
1983	111.1	112.2	113.3	114.4	1.0	1.0	1.0	1.0	4.7	4.7	3.8	4.0
1984	115.6	116.5	117.6	118.8	1.0	.8	.9	1.0	4.1	3.8	3.8	3.8
1985	120.3	121.5	122.5	123.1	1.3	1.0	.8	.5	4.1	4.3	4.2	3.6
1986	124.4	-	-	-	1.1	-	-	-	3.4	-	-	-
Manufacturing												
1981	-	100.0	102.1	104.0	-	-	2.1	1.9	-	-	-	-
1982	105.9	107.0	108.8	109.8	1.8	1.0	1.7	.9	-	7.0	6.6	5.6
1983	111.0	112.0	113.3	114.5	1.1	.9	1.2	1.1	4.8	4.7	4.1	4.3
1984	115.7	116.8	118.0	119.5	1.0	1.0	1.0	1.3	4.2	4.3	4.1	4.4
1985	121.0	122.3	123.2	123.8	1.3	1.1	.7	.5	4.6	4.7	4.4	3.6
1986	125.3	-	-	-	1.2	-	-	-	3.6	-	-	-
Service-producing industries 5/												
1981	-	100.0	102.6	104.5	-	-	2.6	1.9	-	-	-	-
1982	106.4	107.4	110.2	111.4	1.8	.9	2.6	1.1	-	7.4	7.4	6.6
1983	112.9	114.1	116.5	117.7	1.3	1.1	2.1	1.0	6.1	6.2	5.7	5.7
1984	119.4	120.3	122.0	123.4	1.4	.8	1.4	1.1	5.8	5.4	4.7	4.8
1985	124.7	125.8	128.6	129.4	1.1	.9	2.2	.6	4.4	4.6	5.4	4.9
1986	130.7	-	-	-	1.0	-	-	-	4.8	-	-	-
Service industries												
1981	-	100.0	104.4	106.6	-	-	4.4	2.1	-	-	-	-
1982	108.6	109.5	113.2	114.4	1.9	.8	3.4	1.1	-	9.5	8.4	7.3
1983	115.8	116.3	120.1	121.3	1.2	.4	3.3	1.0	6.6	6.2	6.1	6.0
1984	123.3	123.8	127.2	128.9	1.6	.4	2.7	1.3	6.5	6.4	5.9	6.3
1985	129.7	130.5	134.2	134.8	.6	.6	2.8	.4	5.2	5.4	5.5	4.6
1986	136.4	-	-	-	1.2	-	-	-	5.2	-	-	-
Health services												
1985	-	-	-	-	-	.7	1.4	.2	-	-	-	-
1986	-	-	-	-	1.1	-	-	-	3.4	-	-	-
Public administration 5/												
1981	-	100.0	103.8	105.5	-	-	3.8	1.6	-	-	-	-
1982	107.5	108.4	111.9	112.6	1.9	.8	3.2	.6	-	8.4	7.8	6.7
1983	114.6	115.4	118.2	119.4	1.8	.7	2.4	1.0	6.6	6.5	5.6	6.0
1984	120.4	121.3	124.4	125.7	.8	.7	2.6	1.0	5.1	5.1	5.2	5.3
1985	127.0	127.2	131.4	132.0	1.0	.2	3.3	.5	5.5	4.9	5.6	5.0
1986	133.8	-	-	-	1.4	-	-	-	5.4	-	-	-
Nonmanufacturing												
1981	-	100.0	102.7	104.5	-	-	2.7	1.8	-	-	-	-
1982	106.5	107.5	110.1	111.3	1.9	.9	2.4	1.1	-	7.5	7.2	6.5
1983	112.7	114.0	116.1	117.4	1.3	1.2	1.8	1.1	5.8	6.0	5.4	5.5
1984	118.9	119.7	121.3	122.6	1.3	.7	1.3	1.1	5.5	5.0	4.5	4.4
1985	123.9	125.0	127.6	128.4	1.1	.9	2.1	.6	4.2	4.4	5.2	4.7
1986	129.6	-	-	-	.9	-	-	-	4.6	-	-	-
Private industry workers 2/												
1975	-	-	64.0	65.2	-	-	-	1.8	-	-	-	-
1976	66.4	67.5	68.6	69.9	1.9	1.7	1.5	1.9	-	-	7.2	7.2
1977	70.9	72.2	73.5	74.8	1.5	1.9	1.8	1.7	6.8	6.9	7.2	7.0
1978	76.2	77.8	79.3	80.5	1.9	2.1	2.0	1.5	7.5	7.8	8.0	7.7
1979	82.1	83.7	85.5	87.5	2.0	1.9	2.1	2.4	7.8	7.6	7.7	8.7
1980	89.6	91.5	93.5	95.4	2.4	2.1	2.2	2.0	9.1	9.3	9.4	9.0
1981	98.0	100.0	102.0	103.8	2.7	2.0	2.0	1.8	9.3	9.3	9.1	8.8
1982	105.9	107.1	109.0	110.3	2.0	1.1	1.8	1.2	8.1	7.1	6.9	6.3
1983	111.6	112.9	114.5	115.8	1.2	1.2	1.4	1.1	5.4	5.4	5.0	5.0
1984	117.2	118.2	119.2	120.6	1.2	.9	.8	1.2	5.0	4.7	4.1	4.1
1985	122.0	123.3	124.9	125.6	1.2	1.1	1.3	.6	4.1	4.3	4.8	4.1
1986	126.8	-	-	-	1.0	-	-	-	3.9	-	-	-

See footnotes at end of table.

Table 10. Continued—Employment Cost Index—wages and salaries only

Industry or Occupation Category, and Year	Indexes (June 1981=100)				Percent Changes for							
					3 Months Ended--				12 Months Ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
	WAGES AND SALARIES ONLY											
Private industry workers, Excluding sales workers												
1975	-	-	64.0	65.2	-	-	-	1.9	-	-	-	-
1976	66.4	67.6	68.6	69.8	1.9	1.8	1.6	1.7	-	-	7.3	7.1
1977	71.0	72.3	73.6	74.7	1.7	1.9	1.8	1.5	6.9	7.0	7.2	7.1
1978	76.3	77.7	79.2	80.4	2.1	1.8	1.9	1.6	7.5	7.4	7.6	7.6
1979	82.2	83.6	85.5	87.4	2.2	1.7	2.2	2.3	7.7	7.6	8.0	8.7
1980	89.7	91.6	93.6	95.4	2.7	2.0	2.2	2.0	9.2	9.5	9.6	9.2
1981	98.2	100.0	102.4	104.0	2.8	1.9	2.4	1.6	9.4	9.2	9.4	9.0
1982	106.3	107.6	109.4	110.7	2.2	1.2	1.7	1.2	8.3	7.6	6.8	6.4
1983	112.2	113.5	115.1	116.2	1.4	1.2	1.4	1.0	5.6	5.5	5.2	5.0
1984	117.9	118.8	120.0	121.5	1.5	.8	1.0	1.3	5.1	4.7	4.3	4.6
1985	122.5	123.9	125.5	125.9	.8	1.1	1.3	.3	3.9	4.3	4.6	3.6
1986	127.3	-	-	-	1.1	-	-	-	3.9	-	-	-
Workers, by occupational group: White-collar workers												
1975	-	-	65.2	66.2	-	-	-	1.6	-	-	-	-
1976	67.4	68.3	69.3	70.6	1.7	1.4	1.5	1.9	-	-	6.3	6.6
1977	71.5	72.6	73.9	75.2	1.3	1.6	1.7	1.8	6.2	6.4	6.6	6.5
1978	76.6	78.2	79.7	80.6	1.8	2.1	1.9	1.2	7.1	7.6	7.8	7.2
1979	82.2	83.6	85.5	87.6	1.9	1.7	2.3	2.4	7.3	7.0	7.4	8.6
1980	89.7	91.4	93.3	95.2	2.4	1.9	2.1	2.0	9.2	9.3	9.1	8.7
1981	98.1	100.0	101.8	103.9	3.1	1.9	1.8	2.1	9.3	9.4	9.2	9.1
1982	106.2	107.3	109.4	110.6	2.2	1.0	2.0	1.1	8.3	7.3	7.5	6.4
1983	112.2	113.6	115.9	117.2	1.4	1.2	2.0	1.1	5.6	5.9	5.9	6.0
1984	118.5	119.9	120.9	122.3	1.1	1.2	.8	1.2	5.6	5.5	4.3	4.4
1985	124.0	125.5	127.3	128.3	1.4	1.2	1.4	.8	4.6	4.7	5.3	4.9
1986	129.6	-	-	-	1.0	-	-	-	4.5	-	-	-
White-collar workers, Excluding sales workers												
1975	-	-	65.4	66.4	-	-	-	1.6	-	-	-	-
1976	67.5	68.5	69.6	70.6	1.6	1.5	1.6	1.4	-	-	6.4	6.2
1977	71.8	72.9	74.2	75.2	1.8	1.5	1.7	1.4	6.4	6.5	6.6	6.6
1978	76.8	77.9	79.3	80.5	2.1	1.5	1.8	1.5	6.9	6.8	6.9	7.0
1979	82.3	83.4	85.5	87.4	2.3	1.3	2.6	2.1	7.2	7.0	7.8	8.6
1980	90.0	91.5	93.5	95.3	3.0	1.7	2.1	1.9	9.3	9.8	9.3	9.0
1981	98.5	100.0	102.6	104.3	3.4	1.6	2.6	1.7	9.4	9.2	9.7	9.5
1982	107.0	108.4	110.3	111.4	2.6	1.3	1.8	1.0	8.7	8.4	7.5	6.8
1983	113.5	114.9	117.4	118.4	1.9	1.2	2.2	.9	6.1	6.0	6.4	6.3
1984	120.2	121.4	122.9	124.4	1.5	1.0	1.2	1.2	5.9	5.7	4.7	5.1
1985	125.6	127.1	128.8	129.4	1.0	1.2	1.3	.5	4.5	4.7	4.8	4.0
1986	131.1	-	-	-	1.3	-	-	-	4.4	-	-	-
Professional and technical workers												
1975	-	-	64.5	65.6	-	-	-	1.7	-	-	-	-
1976	66.5	67.3	68.4	69.7	1.4	1.1	1.7	1.8	-	-	6.1	6.2
1977	70.7	71.8	73.1	74.3	1.5	1.5	1.8	1.7	6.3	6.7	6.8	6.7
1978	75.5	76.5	78.1	79.3	1.6	1.3	2.1	1.5	6.8	6.6	6.9	6.7
1979	80.8	81.7	84.0	86.3	1.9	1.1	2.7	2.8	7.1	6.8	7.5	8.8
1980	89.2	90.8	93.2	95.3	3.3	1.8	2.7	2.2	10.3	11.1	11.1	10.5
1981	98.2	100.0	103.3	105.5	3.1	1.8	3.3	2.1	10.2	10.1	10.8	10.7
1982	108.0	109.4	111.8	112.9	2.4	1.3	2.2	1.0	10.0	9.4	8.2	7.0
1983	114.8	115.9	119.9	120.4	1.7	1.0	3.5	.4	6.3	5.9	7.2	6.6
1984	122.2	123.8	125.2	127.3	1.5	1.3	1.1	1.7	6.4	6.8	4.4	5.7
1985	127.7	128.7	131.2	131.5	.3	.8	1.9	.2	4.5	4.0	4.8	3.3
1986	132.7	-	-	-	.9	-	-	-	3.9	-	-	-
Managers and administrators												
1975	-	-	67.6	68.4	-	-	-	1.3	-	-	-	-
1976	69.3	70.8	71.5	72.2	1.3	2.1	1.0	1.0	-	-	5.8	5.5
1977	73.7	75.2	76.1	76.7	2.1	2.0	1.3	.7	6.3	6.2	6.5	6.2
1978	78.5	79.9	81.0	82.2	2.4	1.8	1.4	1.5	6.5	6.3	6.4	7.2
1979	84.2	85.4	87.1	88.3	2.4	1.5	2.0	1.4	7.2	6.9	7.6	7.4
1980	90.6	92.0	93.5	94.7	2.6	1.6	1.6	1.3	7.7	7.8	7.3	7.2
1981	98.6	100.0	101.6	102.8	4.1	1.4	1.6	1.2	8.8	8.7	8.7	8.6
1982	105.8	107.2	108.5	109.3	2.9	1.3	1.2	.7	7.3	7.2	6.8	6.3
1983	112.0	114.0	114.8	115.7	2.5	1.8	.7	.8	5.9	6.3	5.8	5.9
1984	118.0	119.2	121.0	122.2	2.0	1.0	1.5	1.0	5.4	4.6	5.4	5.6
1985	123.8	126.5	127.7	128.4	1.3	2.2	.9	.5	4.9	6.1	5.5	5.1
1986	130.5	-	-	-	1.6	-	-	-	5.4	-	-	-
Sales workers												
1977	70.0	71.2	72.4	75.3	-	1.7	1.7	4.0	-	-	-	-
1978	75.6	79.6	81.6	81.7	.3	5.4	2.5	.1	7.9	11.8	12.7	8.5
1979	81.5	84.9	85.5	88.9	-.2	4.2	.7	3.9	7.9	6.7	4.8	8.8
1980	88.5	90.7	92.2	94.8	-.5	2.5	1.7	2.8	8.6	6.8	7.8	6.7
1981	96.2	100.0	98.0	101.9	1.5	3.9	-2.0	4.0	8.7	10.2	6.2	7.5
1982	102.2	101.8	104.5	106.2	.3	-.4	2.7	1.6	6.2	1.8	6.6	4.2
1983	105.7	107.1	108.4	111.2	-.5	1.3	1.2	2.6	3.4	5.2	3.7	4.7
1984	110.2	111.9	110.5	111.6	-.9	1.5	-1.3	1.0	4.3	4.5	1.9	.4
1985	116.3	117.4	119.3	122.5	4.2	.9	1.6	2.7	5.5	4.9	8.0	9.8
1986	122.4	-	-	-	-.1	-	-	-	5.2	-	-	-
Clerical workers												
1975	-	-	64.4	65.5	-	-	-	1.8	-	-	-	-
1976	67.0	67.8	69.2	70.1	2.2	1.3	2.0	1.4	-	-	7.4	7.0
1977	71.4	72.2	73.7	75.0	1.8	1.2	2.0	1.7	6.6	6.5	6.5	6.9
1978	76.7	77.8	79.2	80.2	2.4	1.4	1.8	1.3	7.5	7.7	7.4	7.0
1979	82.4	83.5	85.9	87.7	2.7	1.4	2.9	2.1	7.4	7.4	8.5	9.4
1980	90.3	91.9	93.8	95.7	3.0	1.8	2.0	2.1	9.6	10.1	9.2	9.1
1981	98.6	100.0	102.7	104.2	3.0	1.4	2.7	1.5	9.2	8.8	9.5	8.9
1982	107.0	108.3	110.3	111.6	2.7	1.2	1.8	1.2	8.5	8.3	7.4	7.1
1983	113.4	114.6	116.7	118.3	1.6	1.1	1.8	1.4	6.0	5.8	5.8	6.0
1984	119.8	120.7	122.0	122.9	1.3	.8	1.1	.7	5.6	5.3	4.5	3.9
1985	124.7	125.6	127.1	127.9	1.5	.7	1.2	.6	4.1	4.1	4.2	4.1
1986	129.6	-	-	-	1.3	-	-	-	3.9	-	-	-

See footnotes at end of table.

Table 10. Continued—Employment Cost Index—wages and salaries only

Industry or Occupation Category, and Year	Indexes (June 1981=100)				Percent Changes for							
					3 Months Ended--				12 Months Ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
					WAGES AND SALARIES ONLY							
Blue-collar workers												
1975	-	-	62.5	63.7	-	-	-	2.0	-	-	-	-
1976	65.1	66.3	67.5	68.8	2.2	1.9	1.8	1.9	-	-	8.1	8.0
1977	70.0	71.5	72.8	74.1	1.7	2.2	1.8	1.8	7.4	7.8	7.8	7.7
1978	75.4	77.1	78.6	80.1	1.8	2.2	2.0	1.9	7.8	7.9	8.0	8.2
1979	81.6	83.5	85.2	87.4	1.9	2.3	2.0	2.5	8.3	8.4	8.4	9.0
1980	89.3	91.6	93.8	95.7	2.3	2.5	2.4	2.1	9.4	9.6	10.0	9.6
1981	97.7	100.0	102.3	103.9	2.0	2.4	2.3	1.6	9.3	9.2	9.1	8.6
1982	105.4	106.6	108.5	109.7	1.4	1.1	1.8	1.1	7.9	6.6	6.1	5.6
1983	110.7	111.9	112.9	113.9	.9	1.1	.9	.9	5.0	5.0	4.1	3.8
1984	115.1	115.9	116.7	118.0	1.1	.7	.7	1.1	4.0	3.6	3.4	3.6
1985	119.1	120.3	121.7	122.0	.9	1.0	1.2	.2	3.5	3.8	4.3	3.4
1986	123.1	-	-	-	.9	-	-	-	3.4	-	-	-
Craft and kindred workers												
1975	-	-	63.4	64.5	-	-	-	1.8	-	-	-	-
1976	65.7	67.1	68.4	69.4	1.9	2.0	2.0	1.3	-	-	7.9	7.5
1977	70.8	72.1	73.8	75.0	2.1	1.9	2.2	1.7	7.7	7.6	7.8	8.2
1978	76.0	77.8	79.6	80.8	1.3	2.3	2.2	1.6	7.4	7.9	7.8	7.7
1979	82.5	84.2	86.1	87.8	2.1	2.1	2.2	1.9	8.5	8.2	8.3	8.6
1980	89.3	91.4	94.0	96.1	1.7	2.4	2.8	2.2	8.2	8.5	9.1	9.4
1981	97.8	100.0	102.9	104.3	1.8	2.2	2.9	1.4	9.6	9.4	9.5	8.5
1982	106.2	107.6	109.6	111.2	1.8	1.3	1.9	1.5	8.6	7.6	6.5	6.6
1983	112.2	113.4	114.3	115.4	.9	1.1	.8	1.0	5.6	5.4	4.3	3.8
1984	116.5	117.3	118.0	119.4	1.0	.7	.6	1.2	3.8	3.4	3.2	3.5
1985	120.8	122.0	123.7	123.8	1.2	1.0	1.4	.1	3.7	4.0	4.8	3.7
1986	125.3	-	-	-	1.2	-	-	-	3.7	-	-	-
Operatives, except transport												
1975	-	-	61.4	62.8	-	-	-	2.2	-	-	-	-
1976	64.6	65.1	66.4	68.3	2.8	.8	2.0	2.8	-	-	8.0	8.7
1977	69.4	70.6	71.7	73.2	1.6	1.7	1.6	2.2	7.4	8.4	7.9	7.3
1978	75.0	76.1	77.6	79.3	2.5	1.4	2.0	2.3	8.2	7.8	8.3	8.4
1979	80.9	82.6	84.1	86.6	1.9	2.2	1.7	3.1	7.8	8.6	8.3	9.2
1980	89.4	91.5	93.6	95.5	3.2	2.4	2.3	2.0	10.5	10.7	11.3	10.2
1981	97.8	100.0	102.1	104.1	2.4	2.3	2.1	2.0	9.4	9.3	9.1	9.0
1982	105.4	106.6	108.3	109.3	1.2	1.1	1.6	.9	7.8	6.6	6.1	5.0
1983	110.0	111.1	112.3	113.6	.6	1.0	1.1	1.2	4.4	4.2	3.7	3.9
1984	114.9	115.8	116.6	117.9	1.1	.8	.7	1.1	4.5	4.2	3.8	3.8
1985	118.9	120.1	121.1	121.6	.8	1.0	.8	.4	3.5	3.7	3.9	3.1
1986	122.6	-	-	-	.8	-	-	-	3.1	-	-	-
Transport equipment operatives												
1975	-	-	62.5	63.6	-	-	-	1.7	-	-	-	-
1976	64.3	67.2	67.7	68.2	1.2	4.5	.6	.8	-	-	8.3	7.3
1977	68.5	71.3	72.5	73.2	.4	4.2	1.6	1.0	6.4	6.1	7.2	7.3
1978	74.2	77.5	78.6	79.9	1.3	4.5	1.4	1.7	8.4	8.6	8.3	9.2
1979	81.1	83.9	86.0	88.1	1.5	3.5	2.4	2.4	9.3	8.3	9.5	10.2
1980	89.1	92.2	93.5	95.3	1.2	3.5	1.4	1.9	9.8	9.9	8.8	8.2
1981	96.8	100.0	101.0	102.7	1.5	3.3	1.0	1.7	8.6	8.4	8.0	7.8
1982	103.2	104.1	106.0	106.9	.5	.9	1.8	.8	6.6	4.1	5.0	4.1
1983	108.0	110.3	110.7	110.2	1.0	2.1	.4	-.5	4.7	6.0	4.4	3.1
1984	111.7	112.7	113.4	114.0	1.4	.9	.6	.5	3.4	2.2	2.4	3.4
1985	114.5	115.7	117.7	117.8	.4	1.0	1.7	.1	2.5	2.7	3.8	3.3
1986	118.0	-	-	-	.2	-	-	-	3.1	-	-	-
Nonfarm laborers												
1975	-	-	62.0	63.5	-	-	-	2.4	-	-	-	-
1976	64.8	66.1	66.9	68.4	2.1	1.9	1.2	2.3	-	-	7.8	7.8
1977	69.6	71.6	72.6	73.6	1.7	2.9	1.3	1.5	7.4	8.4	8.5	7.6
1978	75.4	77.0	78.3	80.1	2.4	2.1	1.7	2.4	8.3	7.4	7.8	8.8
1979	81.4	83.5	84.9	87.4	1.5	2.7	1.7	2.9	7.9	8.6	8.5	9.1
1980	89.6	91.8	93.9	95.7	2.3	2.4	2.3	2.0	10.1	9.9	10.5	9.5
1981	97.5	100.0	101.5	103.3	1.9	2.5	1.5	1.8	8.8	9.0	8.1	7.9
1982	104.1	105.1	106.5	107.8	.8	1.0	1.3	1.2	6.8	5.1	4.9	4.4
1983	109.0	109.8	110.8	112.1	1.1	.7	.9	1.2	4.7	4.5	4.0	4.0
1984	112.9	114.1	114.7	115.9	.7	1.1	.5	1.0	3.6	3.9	3.5	3.4
1985	116.7	118.5	118.6	119.8	.7	1.5	.1	1.0	3.4	3.9	3.4	3.4
1986	120.0	-	-	-	.2	-	-	-	2.8	-	-	-
Service workers												
1975	-	-	63.5	65.6	-	-	-	3.3	-	-	-	-
1976	66.9	69.1	69.3	70.8	1.9	3.3	.4	2.1	-	-	9.1	7.9
1977	71.7	73.3	74.6	75.3	1.3	2.2	1.7	1.0	7.3	6.2	7.5	6.4
1978	78.0	79.5	81.3	81.9	3.6	1.9	2.3	.6	8.7	8.4	9.1	8.7
1979	84.5	85.2	86.2	87.7	3.2	.9	1.1	1.8	8.3	7.2	5.9	7.2
1980	90.8	91.9	93.4	94.8	3.5	1.1	1.7	1.5	7.6	7.8	8.4	8.1
1981	99.2	100.0	101.8	102.7	4.7	.8	1.8	.9	9.3	8.9	9.0	8.3
1982	106.7	107.9	109.3	111.4	3.9	1.1	1.3	1.9	7.6	7.9	7.4	8.5
1983	112.9	113.5	113.7	116.5	1.3	.5	.2	2.5	5.8	5.2	4.0	4.6
1984	119.8	119.3	121.2	123.7	2.8	-.4	1.6	2.1	6.1	5.1	6.6	6.2
1985	123.8	124.4	126.3	126.6	.1	.5	1.5	.2	3.3	4.3	4.2	2.3
1986	128.0	-	-	-	1.1	-	-	-	3.4	-	-	-
Workers, by industry division:												
Goods-producing industries 3/												
1975	-	-	63.1	64.5	-	-	-	2.1	-	-	-	-
1976	65.6	66.7	68.0	69.3	1.8	1.7	1.9	2.0	-	-	7.7	7.5
1977	70.5	71.9	73.4	74.6	1.7	1.9	2.1	1.7	7.5	7.7	7.9	7.6
1978	76.0	77.4	78.9	80.8	1.9	1.8	1.9	2.3	7.8	7.8	7.6	8.3
1979	82.1	83.7	85.2	87.5	1.6	2.0	1.8	2.7	8.0	8.1	8.0	8.3
1980	89.7	91.7	93.7	95.7	2.5	2.2	2.2	2.1	9.3	9.5	9.9	9.3
1981	97.8	100.0	102.2	104.0	2.2	2.3	2.2	1.8	9.0	9.1	9.1	8.7
1982	106.0	107.1	108.9	109.9	1.9	1.0	1.7	.9	8.4	7.1	6.6	5.7
1983	111.0	112.1	113.2	114.3	1.0	1.0	1.0	1.0	4.7	4.7	3.9	4.0
1984	115.5	116.4	117.5	118.7	1.0	.8	.9	1.0	4.1	3.8	3.8	3.8
1985	120.2	121.4	122.3	122.9	1.3	1.0	.7	.5	4.1	4.3	4.1	3.5
1986	124.2	-	-	-	1.1	-	-	-	3.3	-	-	-

See footnotes at end of table.

Table 10. Continued—Employment Cost Index—wages and salaries only

Industry or Occupation Category, and Year	Indexes (June 1981=100)				Percent Changes for							
					3 Months Ended--				12 Months Ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
	WAGES AND SALARIES ONLY											
Contract construction												
1976	67.0	69.1	70.9	71.6	-	3.1	2.6	1.1	-	-	-	-
1977	72.3	73.9	75.3	76.3	.9	2.3	1.8	1.4	7.8	7.0	6.2	6.6
1978	77.2	79.5	81.4	82.3	1.2	2.9	2.4	1.1	6.9	7.5	8.1	7.8
1979	83.3	85.5	87.2	88.2	1.3	2.6	2.0	1.1	7.9	7.6	7.2	7.2
1980	89.3	91.9	94.5	95.9	1.2	2.9	2.9	1.5	7.1	7.5	8.4	8.8
1981	97.6	100.0	103.0	104.3	1.8	2.4	3.0	1.3	9.4	8.9	9.0	8.8
1982	105.9	107.3	109.1	109.7	1.5	1.3	1.7	.6	8.5	7.3	5.9	5.2
1983	110.4	112.1	112.2	112.9	.6	1.5	.1	.6	4.2	4.5	2.8	2.9
1984	113.3	114.0	114.3	114.4	.4	.6	.3	.1	2.6	1.7	1.9	1.3
1985	115.5	116.6	117.3	117.9	1.0	1.0	.6	.5	1.9	2.3	2.6	3.1
1986	118.3	-	-	-	.3	-	-	-	2.4	-	-	-
Manufacturing												
1975	-	-	62.9	64.2	-	-	-	2.1	-	-	-	-
1976	65.4	66.4	67.6	69.0	1.9	1.5	1.8	2.2	-	-	7.4	7.5
1977	70.3	71.5	73.1	74.4	1.9	1.8	2.2	1.8	7.4	7.8	8.2	7.8
1978	75.9	77.1	78.5	80.6	2.0	1.6	1.8	2.7	8.0	7.8	7.4	8.3
1979	82.0	83.4	84.9	87.5	1.7	1.8	1.8	3.1	8.0	8.2	8.1	8.6
1980	89.9	91.8	93.6	95.7	2.8	2.0	2.0	2.3	9.7	10.0	10.2	9.4
1981	97.9	100.0	102.1	104.0	2.2	2.2	2.1	1.9	8.8	9.0	9.1	8.7
1982	105.9	107.0	108.8	109.8	1.8	1.0	1.7	.9	8.2	7.0	6.6	5.6
1983	111.0	112.0	113.3	114.5	1.1	.9	1.2	1.1	4.8	4.7	4.1	4.3
1984	115.7	116.8	118.0	119.5	1.0	1.0	1.0	1.3	4.2	4.3	4.1	4.4
1985	121.0	122.3	123.2	123.8	1.3	1.1	.7	.5	4.6	4.7	4.4	3.6
1986	125.3	-	-	-	1.2	-	-	-	3.6	-	-	-
Manufacturing, durable goods												
1976	-	-	66.7	68.4	-	-	-	2.6	-	-	-	-
1977	69.7	70.7	72.3	73.8	1.8	1.5	2.2	2.0	-	-	8.4	7.8
1978	75.1	76.4	77.8	80.0	1.8	1.7	1.9	2.7	7.8	7.9	7.6	8.4
1979	81.4	82.6	84.4	87.1	1.8	1.5	2.1	3.3	8.4	8.2	8.4	9.0
1980	89.3	91.2	93.5	95.7	2.5	2.1	2.5	2.3	9.7	10.4	10.8	9.8
1981	97.9	100.0	102.1	104.5	2.3	2.1	2.1	2.4	9.6	9.6	9.2	9.2
1982	106.3	107.4	109.0	110.3	1.7	1.0	1.5	1.2	8.6	7.4	6.8	5.6
1983	111.1	111.8	112.9	114.4	.7	.6	1.0	1.3	4.5	4.1	3.6	3.7
1984	115.7	116.6	117.7	119.1	1.1	.8	.9	1.2	4.1	4.3	4.3	4.1
1985	120.6	122.0	122.7	123.4	1.3	1.2	.6	.6	4.2	4.6	4.2	3.6
1986	124.8	-	-	-	1.1	-	-	-	3.5	-	-	-
Manufacturing, nondurable goods												
1976	-	-	69.0	70.0	-	-	-	1.5	-	-	-	-
1977	71.3	72.9	74.4	75.6	1.9	2.2	2.0	1.5	-	-	7.8	7.9
1978	77.3	78.4	79.7	81.7	2.3	1.5	1.6	2.5	8.3	7.6	7.1	8.2
1979	83.0	84.8	85.8	88.1	1.5	2.3	1.2	2.7	7.4	8.2	7.6	7.8
1980	91.0	92.7	93.8	95.7	3.2	1.9	1.2	2.1	9.7	9.2	9.2	8.6
1981	97.8	100.0	102.0	103.1	2.2	2.2	2.0	1.1	7.5	7.9	8.8	7.7
1982	105.3	106.3	108.5	109.1	2.1	.9	2.1	.6	7.7	6.3	6.4	5.8
1983	110.9	112.3	113.9	114.6	1.6	1.3	1.4	.6	5.3	5.6	5.0	5.0
1984	115.8	117.1	118.6	120.2	1.0	1.1	1.3	1.3	4.4	4.3	4.1	4.9
1985	121.6	122.6	124.0	124.6	1.2	.8	1.1	.5	5.0	4.7	4.6	3.7
1986	126.1	-	-	-	1.2	-	-	-	3.7	-	-	-
Service-producing industries 6/												
1975	-	-	64.6	65.7	-	-	-	1.7	-	-	-	-
1976	67.1	68.2	69.0	70.3	2.0	1.7	1.3	1.9	-	-	6.8	7.0
1977	71.2	72.5	73.6	74.9	1.2	1.8	1.5	1.7	6.1	6.3	6.6	6.5
1978	76.3	78.1	79.7	80.3	2.0	2.3	2.0	.8	7.3	7.8	8.3	7.3
1979	82.1	83.7	85.7	87.5	2.3	1.9	2.3	2.2	7.6	7.1	7.5	9.0
1980	89.6	91.3	93.4	95.2	2.4	2.0	2.2	1.9	9.0	9.1	9.0	8.7
1981	98.2	100.0	101.8	103.7	3.2	1.8	1.8	1.9	9.6	9.5	9.0	9.0
1982	105.9	107.0	109.0	110.6	2.1	1.0	1.9	1.5	7.8	7.0	7.1	6.7
1983	112.1	113.5	115.5	117.0	1.4	1.2	1.8	1.3	5.9	6.1	6.0	5.8
1984	118.6	119.7	120.6	122.1	1.4	.9	.8	1.2	5.8	5.5	4.4	4.4
1985	123.4	124.8	127.0	127.8	1.1	1.1	1.8	.6	4.0	4.3	5.3	4.7
1986	129.0	-	-	-	.9	-	-	-	4.5	-	-	-
Transportation and public utilities												
1975	-	-	60.0	61.6	-	-	-	2.6	-	-	-	-
1976	62.8	64.5	65.4	66.9	1.9	2.8	1.3	2.3	-	-	8.9	8.6
1977	68.1	70.1	71.5	73.1	1.9	2.9	2.0	2.1	8.6	8.7	9.5	9.2
1978	74.1	75.6	77.2	78.6	1.4	2.1	2.0	1.9	8.7	7.9	7.9	7.6
1979	80.7	82.0	84.3	86.0	2.6	1.6	2.9	2.0	8.9	8.4	9.2	9.4
1980	88.2	90.2	93.1	95.6	2.5	2.3	3.2	2.7	9.3	10.1	10.4	11.1
1981	97.7	100.0	102.0	103.6	2.3	2.3	2.0	1.6	10.8	10.9	9.6	8.4
1982	105.7	106.9	109.5	111.1	2.0	1.1	2.4	1.5	8.2	6.9	7.4	7.2
1983	112.9	114.7	115.7	116.8	1.6	1.6	.9	1.0	6.8	7.3	5.7	5.1
1984	118.5	119.3	119.9	120.7	1.5	.7	.5	.7	5.0	4.0	3.6	3.3
1985	121.7	122.8	124.8	125.2	.8	.9	1.6	.3	2.7	2.9	4.1	3.7
1986	126.3	-	-	-	.9	-	-	-	3.8	-	-	-
Transportation												
1985	-	-	-	-	-	1.0	1.5	-.1	-	-	-	-
1986	-	-	-	-	1.1	-	-	-	3.6	-	-	-
Public utilities												
1985	-	-	-	-	-	.7	1.7	1.0	-	-	-	-
1986	-	-	-	-	.5	-	-	-	4.0	-	-	-
Wholesale and retail trade												
1975	-	-	64.8	66.0	-	-	-	1.8	-	-	-	-
1976	67.4	68.9	69.5	70.8	2.2	2.2	.9	1.9	-	-	7.3	7.4
1977	72.4	73.7	74.3	75.5	2.2	1.7	.9	1.5	7.3	6.9	7.0	6.6
1978	77.8	79.9	80.8	81.7	3.1	2.7	1.2	1.1	7.4	8.5	8.7	8.3
1979	83.5	85.5	87.1	88.2	2.1	2.4	1.9	1.3	7.3	7.0	7.7	7.9
1980	90.5	92.2	93.6	95.1	2.6	1.9	1.5	1.7	8.4	7.8	7.4	7.8
1981	98.2	100.0	101.3	102.3	3.2	1.9	1.3	1.0	8.5	8.5	8.2	7.6
1982	103.9	105.8	106.5	107.2	1.6	1.8	.7	.7	5.8	5.8	5.1	4.8
1983	108.5	110.8	111.5	112.3	1.2	2.1	.6	.7	4.4	4.7	4.7	4.8
1984	114.3	116.0	116.5	118.1	1.8	1.5	.4	1.4	5.3	4.7	4.5	5.2
1985	118.8	121.1	122.7	123.7	.6	1.9	1.3	.8	3.9	4.4	5.3	4.7
1986	124.5	-	-	-	.6	-	-	-	4.8	-	-	-

See footnotes at end of table.

Table 10. Continued—Employment Cost Index—wages and salaries only

Industry or Occupation Category, and Year	Indexes (June 1981=100)				Percent Changes for							
					3 Months Ended--				12 Months Ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
					WAGES AND SALARIES ONLY							
Wholesale trade												
1977	-	73.3	73.2	75.1	-	-	-.2	2.6	-	-	-	-
1978	77.0	78.3	79.2	80.8	2.5	1.8	1.1	2.0	-	6.8	8.2	7.5
1979	82.0	84.4	85.4	87.2	1.6	2.9	1.2	2.1	6.6	7.7	7.8	7.9
1980	89.7	92.1	93.0	95.9	2.9	2.7	.9	3.2	9.4	9.2	8.9	10.0
1981	98.5	100.0	102.0	103.4	2.7	1.5	2.0	1.4	9.8	8.5	9.7	7.8
1982	106.3	108.9	109.0	109.8	2.8	2.4	.1	.7	7.9	8.9	6.9	6.2
1983	111.8	114.1	115.7	116.5	1.8	2.1	1.4	.7	5.2	4.8	6.1	6.1
1984	118.2	120.0	120.7	122.9	1.5	1.5	.6	1.8	5.7	5.2	4.3	5.5
1985	123.7	126.8	127.7	128.3	.7	2.5	.7	.5	4.7	5.7	5.8	4.4
1986	129.7	-	-	-	1.1	-	-	-	4.9	-	-	-
Retail trade												
1976	-	-	70.5	71.5	-	-	-	1.5	-	-	-	-
1977	72.5	73.8	74.8	75.7	1.3	1.9	1.4	1.1	-	-	6.2	5.8
1978	78.1	80.5	81.5	82.2	3.3	3.1	1.2	.8	7.8	9.1	8.9	8.6
1979	84.0	85.9	87.8	88.6	2.3	2.3	2.1	1.0	7.6	6.7	7.7	7.9
1980	90.8	92.2	93.8	94.8	2.4	1.5	1.8	1.1	8.0	7.3	6.9	7.0
1981	98.1	100.0	101.0	101.9	3.4	2.0	1.0	.9	8.0	8.5	7.7	7.5
1982	103.0	104.5	105.5	106.1	1.1	1.5	1.0	.6	5.0	4.5	4.5	4.1
1983	107.2	109.4	109.9	110.6	1.0	2.1	.5	.6	4.1	4.7	4.2	4.2
1984	112.8	114.4	114.9	116.2	2.0	1.4	.4	1.1	5.2	4.6	4.5	5.1
1985	116.9	118.9	120.8	121.9	.6	1.7	1.6	.9	3.6	3.9	5.1	4.9
1986	122.5	-	-	-	.5	-	-	-	4.8	-	-	-
Finance, insurance, and real estate												
1978	-	-	-	76.6	-	-	-	-	-	-	-	-
1979	79.0	81.6	83.2	86.7	3.1	3.2	1.9	4.3	-	-	-	13.2
1980	87.1	89.4	91.2	93.1	.4	2.7	2.0	2.1	10.2	9.6	9.7	7.4
1981	95.7	100.0	98.3	102.3	2.7	4.5	-1.7	4.1	9.8	11.8	7.8	9.9
1982	103.7	102.4	106.1	109.0	1.4	-1.3	3.6	2.7	8.4	2.4	7.9	6.5
1983	110.6	111.1	113.5	116.9	1.5	.5	2.2	3.0	6.7	8.5	7.0	7.2
1984	116.1	116.9	115.3	115.8	-.7	.7	-1.4	.4	5.0	5.2	1.6	-.9
1985	122.0	121.7	124.1	126.5	5.4	-.2	2.0	1.9	5.1	4.1	7.6	9.2
1986	126.6	-	-	-	.1	-	-	-	3.8	-	-	-
Service industries												
1975	-	-	67.4	68.6	-	-	-	1.8	-	-	-	-
1976	69.6	70.6	71.8	72.3	1.5	1.5	1.7	.6	-	-	6.6	5.4
1977	72.9	74.2	75.5	76.1	.9	1.8	1.8	.7	4.8	5.1	5.2	5.3
1978	77.4	78.7	80.6	81.2	1.7	1.7	2.4	.7	6.1	6.0	6.7	6.7
1979	82.8	83.7	85.9	88.0	2.1	1.1	2.6	2.5	7.0	6.4	6.6	8.5
1980	90.5	91.9	94.2	95.7	2.7	1.6	2.5	1.6	9.2	9.8	9.6	8.7
1981	99.6	100.0	103.6	105.8	4.0	.4	3.6	2.1	10.1	8.8	10.0	10.6
1982	108.8	110.0	112.5	114.3	2.8	1.1	2.3	1.6	9.2	10.0	8.6	8.0
1983	116.0	116.6	120.4	121.9	1.5	.5	3.3	1.2	6.6	6.0	7.0	6.6
1984	124.2	124.7	127.1	129.5	1.9	.4	1.9	1.9	7.1	6.9	5.6	6.2
1985	129.9	131.0	133.9	134.1	.3	.8	2.2	.1	4.6	5.1	5.4	3.6
1986	136.2	-	-	-	1.6	-	-	-	4.8	-	-	-
Health services												
1985	-	-	-	-	-	.9	1.0	.2	-	-	-	-
1986	-	-	-	-	1.2	-	-	-	3.3	-	-	-
Nonmanufacturing												
1975	-	-	64.6	65.7	-	-	-	1.7	-	-	-	-
1976	67.0	68.2	69.1	70.4	1.9	1.8	1.4	1.8	-	-	7.0	7.1
1977	71.2	72.6	73.7	74.9	1.2	1.9	1.5	1.7	6.4	6.5	6.6	6.5
1978	76.4	78.2	79.8	80.5	1.9	2.4	2.1	.8	7.2	7.8	8.3	7.4
1979	82.2	83.9	85.8	87.5	2.2	2.0	2.3	2.0	7.6	7.2	7.5	8.8
1980	89.5	91.3	93.4	95.2	2.2	2.1	2.3	1.9	8.8	8.9	8.9	8.8
1981	98.1	100.0	102.0	103.8	3.0	2.0	2.0	1.8	9.6	9.5	9.1	9.0
1982	105.9	107.1	109.1	110.5	2.0	1.1	1.9	1.3	8.0	7.1	7.0	6.5
1983	112.0	113.4	115.2	116.5	1.4	1.3	1.6	1.1	5.8	5.9	5.6	5.4
1984	118.0	119.0	119.9	121.2	1.3	.8	.8	1.1	5.4	4.9	4.1	4.0
1985	122.6	123.9	125.9	126.6	1.2	1.1	1.6	.6	3.9	4.1	5.0	4.5
1986	127.7	-	-	-	.9	-	-	-	4.2	-	-	-
Workers, by bargaining status: 6/												
Union workers												
1975	-	-	61.7	63.1	-	-	-	2.4	-	-	-	-
1976	64.2	65.3	66.9	68.3	1.6	1.8	2.4	2.0	-	-	8.5	8.1
1977	69.2	70.7	72.0	73.4	1.4	2.2	1.9	2.0	7.8	8.2	7.7	7.6
1978	74.6	76.1	77.7	79.3	1.6	2.0	2.1	2.0	7.8	7.6	7.9	8.0
1979	80.7	82.4	84.2	86.4	1.8	2.1	2.2	2.6	8.2	8.3	8.4	9.0
1980	88.4	90.8	93.5	95.8	2.3	2.8	2.9	2.5	9.5	10.2	10.9	10.9
1981	97.4	100.0	102.7	105.0	1.7	2.6	2.7	2.2	10.2	10.1	9.9	9.6
1982	106.5	108.1	110.3	111.8	1.4	1.5	2.0	1.4	9.3	8.1	7.4	6.5
1983	112.9	114.2	116.0	116.9	1.0	1.2	1.6	.8	6.0	5.6	5.2	4.6
1984	118.1	119.0	119.8	120.9	1.0	.8	.7	.9	4.6	4.2	3.3	3.4
1985	121.7	123.0	124.1	124.7	.7	1.1	.9	.5	3.0	3.4	3.6	3.1
1986	125.6	-	-	-	.7	-	-	-	3.2	-	-	-
Union workers, goods-producing industries 3/												
1975	-	-	61.4	62.9	-	-	-	2.4	-	-	-	-
1976	63.9	65.0	66.6	68.1	1.6	1.6	2.5	2.2	-	-	8.4	8.2
1977	69.0	70.4	72.0	73.4	1.4	2.1	2.2	2.0	7.9	8.4	8.1	7.9
1978	74.6	76.1	77.9	79.6	1.7	1.9	2.4	2.2	8.2	8.0	8.2	8.5
1979	80.9	82.7	84.3	86.6	1.6	2.2	1.9	2.8	8.4	8.7	8.2	8.8
1980	88.5	91.1	93.8	95.8	2.2	3.0	2.9	2.2	9.3	10.2	11.3	10.7
1981	97.5	100.0	102.9	104.8	1.8	2.5	2.9	1.8	10.2	9.7	9.7	9.3
1982	106.1	107.6	109.8	111.0	1.2	1.4	2.0	1.1	8.8	7.6	6.7	5.9
1983	111.7	112.7	114.1	115.0	.6	.9	1.2	.8	5.3	4.7	3.9	3.6
1984	116.1	117.2	118.1	119.3	1.0	.9	.8	1.0	3.9	4.0	3.5	3.7
1985	120.0	121.3	122.2	122.7	.6	1.1	.7	.4	3.4	3.5	3.5	2.9
1986	123.4	-	-	-	.6	-	-	-	2.8	-	-	-

See footnotes at end of table

Table 10. Continued—Employment Cost Index—wages and salaries only

Industry or Occupation Category, and Year	Indexes (June 1981=100)				Percent Changes for							
	March	June	Sept.	Dec.	3 Months Ended--				12 Months Ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
	WAGES AND SALARIES ONLY											
Union Workers, Service-Producing Industries 4/												
1975	-	-	62.0	63.5	-	-	-	2.3	-	-	-	-
1976	64.5	65.8	67.3	68.5	1.6	2.1	2.3	1.8	-	-	8.5	7.9
1977	69.4	71.0	72.0	73.4	1.4	2.3	1.3	2.0	7.7	7.9	6.9	7.1
1978	74.4	76.0	77.3	78.6	1.5	2.1	1.6	1.7	7.2	7.0	7.4	7.1
1979	80.3	81.8	84.1	85.9	2.2	1.9	2.8	2.2	7.9	7.6	8.8	9.3
1980	88.1	90.2	92.0	95.6	2.5	2.4	2.8	3.1	9.7	10.3	10.3	11.3
1981	97.3	100.0	102.3	105.4	1.7	2.8	2.3	3.0	10.4	10.8	10.3	10.2
1982	107.1	108.9	111.2	113.0	1.6	1.7	2.1	1.6	10.1	8.9	8.7	7.2
1983	114.9	116.5	119.2	120.0	1.7	1.4	2.3	.7	7.3	7.0	7.2	6.2
1984	121.4	121.9	122.5	123.5	1.2	.4	.5	.8	5.7	4.6	2.8	2.9
1985	124.2	125.7	127.1	127.8	.6	1.2	1.1	.6	2.3	3.1	3.8	3.5
1986	129.0	-	-	-	.9	-	-	-	3.9	-	-	-
Union Workers, Manufacturing												
1976	-	-	65.5	67.3	-	-	-	2.7	-	-	-	-
1977	68.3	69.6	71.3	72.8	1.6	2.0	2.3	2.2	-	-	8.8	8.3
1978	74.1	75.3	77.1	79.2	1.7	1.7	2.4	2.7	8.4	8.1	8.2	8.7
1979	80.5	82.1	83.7	86.6	1.7	2.0	1.9	3.4	8.7	9.1	8.6	9.4
1980	88.8	91.3	93.8	96.1	2.6	2.8	2.8	2.4	10.3	11.1	12.0	11.0
1981	97.7	100.0	102.6	104.7	1.7	2.3	2.6	2.0	10.1	9.6	9.4	8.9
1982	105.9	107.3	109.5	110.8	1.1	1.3	2.1	1.2	8.4	7.3	6.7	5.8
1983	111.4	112.3	113.7	114.8	.5	.8	1.2	1.0	5.2	4.7	3.8	3.6
1984	116.1	117.1	118.1	119.5	1.1	.9	.9	1.2	4.2	4.3	3.9	4.1
1985	120.4	121.7	122.8	123.3	.8	1.1	.9	.4	3.7	3.9	4.0	3.2
1986	124.2	-	-	-	.7	-	-	-	3.2	-	-	-
Union Workers, Nonmanufacturing												
1976	-	-	68.2	69.2	-	-	-	1.4	-	-	-	-
1977	70.1	71.7	72.8	74.1	1.2	2.4	1.5	1.8	-	-	6.6	7.0
1978	75.1	76.9	78.3	79.4	1.5	2.3	1.9	1.4	7.2	7.2	7.6	7.3
1979	80.9	82.7	84.8	86.2	1.9	2.2	2.5	1.7	7.7	7.6	8.2	8.5
1980	88.0	90.4	93.1	95.5	2.0	2.8	3.0	2.6	8.8	9.5	9.9	10.8
1981	97.1	100.0	102.8	105.2	1.7	3.0	2.8	2.3	10.4	10.6	10.4	10.2
1982	107.0	108.8	111.1	112.7	1.7	1.7	2.1	1.4	10.2	8.8	8.1	7.1
1983	114.3	116.0	118.3	118.9	1.4	1.5	2.0	.5	6.8	6.6	6.5	5.5
1984	120.1	120.7	121.3	122.1	1.0	.5	.5	.7	5.1	4.1	2.5	2.7
1985	122.8	124.1	125.3	125.9	.6	1.1	1.0	.5	2.2	2.8	3.3	3.1
1986	126.9	-	-	-	.8	-	-	-	3.3	-	-	-
Nonunion Workers												
1975	-	-	65.2	66.3	-	-	-	1.6	-	-	-	-
1976	67.6	68.7	69.5	70.8	2.0	1.6	1.1	1.8	-	-	6.5	6.8
1977	71.8	73.0	74.3	75.4	1.5	1.7	1.7	1.6	6.2	6.2	6.9	6.6
1978	77.0	78.8	80.2	81.1	2.2	2.2	1.9	1.1	7.3	7.9	8.0	7.6
1979	82.8	84.4	86.0	88.0	2.1	1.9	1.9	2.3	7.5	7.2	7.3	8.5
1980	90.2	91.8	93.4	95.1	2.5	1.7	1.8	1.8	8.9	8.7	8.6	8.0
1981	98.2	100.0	101.6	103.2	3.3	1.8	1.6	1.6	8.9	9.0	8.8	8.5
1982	105.6	106.5	108.3	109.5	2.3	.9	1.7	1.1	7.5	6.5	6.6	6.1
1983	110.9	112.2	113.7	115.2	1.3	1.2	1.3	1.3	5.0	5.4	5.0	5.2
1984	116.7	117.8	118.8	120.4	1.3	.9	.8	1.3	5.2	5.0	4.5	4.5
1985	122.1	123.4	125.2	125.9	1.4	1.1	1.5	.6	4.6	4.8	5.4	4.6
1986	127.3	-	-	-	1.1	-	-	-	4.3	-	-	-
Nonunion Workers, Goods-Producing Industries 3/												
1975	-	-	64.9	66.1	-	-	-	1.8	-	-	-	-
1976	67.3	68.5	69.4	70.7	1.9	1.8	1.4	1.7	-	-	7.0	7.0
1977	72.1	73.3	74.7	75.8	2.1	1.6	2.0	1.5	7.2	7.0	7.6	7.3
1978	77.4	78.9	80.0	81.9	2.1	1.8	1.5	2.4	7.4	7.6	7.1	8.0
1979	83.2	84.7	86.1	88.3	1.6	1.8	1.6	2.6	7.5	7.4	7.6	7.8
1980	90.9	92.3	93.4	95.5	2.9	1.5	1.2	2.2	9.2	8.9	8.5	8.1
1981	97.9	100.0	101.6	103.3	2.5	2.2	1.6	1.7	7.6	8.4	8.7	8.2
1982	105.8	106.7	108.1	108.9	2.4	.9	1.3	.7	8.1	6.7	6.4	5.4
1983	110.3	111.6	112.5	113.7	1.3	1.2	.8	1.1	4.3	4.6	4.1	4.4
1984	114.8	115.7	116.9	118.1	1.0	.8	1.0	1.0	4.1	3.7	3.9	3.9
1985	120.2	121.4	122.3	123.0	1.8	1.0	.7	.6	4.7	4.9	4.6	4.1
1986	124.5	-	-	-	1.2	-	-	-	3.6	-	-	-
Nonunion Workers, Service-Producing Industries 4/												
1975	-	-	65.5	66.4	-	-	-	1.4	-	-	-	-
1976	67.8	68.9	69.5	70.8	2.1	1.6	.9	1.9	-	-	6.2	6.7
1977	71.6	72.9	74.0	75.2	1.1	1.8	1.6	1.6	5.6	5.8	6.5	6.1
1978	76.8	78.7	80.3	80.7	2.2	2.4	2.1	.4	7.3	8.0	8.6	7.3
1979	82.6	84.2	86.0	87.9	2.4	2.0	2.1	2.1	7.5	7.0	7.1	8.9
1980	89.8	91.5	93.4	94.9	2.2	1.8	2.1	1.6	8.7	8.6	3.6	8.0
1981	98.4	100.0	101.7	103.2	3.7	1.6	1.7	1.5	9.6	9.3	8.9	8.7
1982	105.5	106.4	108.3	109.8	2.2	.9	1.8	1.4	7.2	6.4	6.5	6.4
1983	111.3	112.6	114.4	116.0	1.4	1.2	1.6	1.4	5.5	5.8	5.6	5.6
1984	117.7	118.9	119.9	121.6	1.5	1.0	.8	1.4	5.8	5.6	4.8	4.8
1985	123.1	124.4	126.9	127.7	1.2	1.1	2.0	.6	4.6	4.6	5.8	5.0
1986	128.9	-	-	-	.9	-	-	-	4.7	-	-	-
Nonunion Workers, Manufacturing												
1976	-	-	69.5	70.6	-	-	-	1.7	-	-	-	-
1977	72.1	73.3	74.8	75.9	2.1	1.6	2.0	1.5	-	-	7.6	7.4
1978	77.6	78.8	79.9	81.9	2.2	1.6	1.3	2.6	7.6	7.5	6.8	7.9
1979	83.3	84.7	86.0	88.4	1.7	1.7	1.6	2.7	7.3	7.4	7.7	7.9
1980	91.0	92.3	93.4	95.4	3.0	1.4	1.2	2.1	9.3	9.0	8.6	7.9
1981	97.9	100.0	101.7	103.3	2.7	2.1	1.7	1.6	7.6	8.4	8.9	8.3
1982	105.9	106.7	108.2	109.1	2.5	.8	1.4	.8	8.2	6.7	6.4	5.6
1983	110.7	111.8	113.0	114.2	1.5	1.0	1.1	1.1	4.5	4.8	4.4	4.7
1984	115.4	116.5	117.9	119.5	1.1	1.0	1.2	1.4	4.2	4.2	4.3	4.6
1985	121.5	122.8	123.7	124.4	1.7	1.1	.7	.6	5.3	5.4	4.9	4.1
1986	126.1	-	-	-	1.4	-	-	-	3.8	-	-	-

See footnotes at end of table.

Table 10. Continued—Employment Cost Index—wages and salaries only

Industry or Occupation Category, and Year	Indexes (June 1981=100)				Percent Changes for							
					3 Months Ended--				12 Months Ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
	WAGES AND SALARIES ONLY											
Nonunion Workers, Nonmanufacturing												
1976	-	-	69.5	70.8	-	-	-	1.9	-	-	-	-
1977	71.6	72.9	74.0	75.2	1.2	1.7	1.6	1.6	-	-	6.6	6.2
1978	76.8	78.7	80.4	80.8	2.1	2.5	2.1	.5	7.2	8.0	8.6	7.5
1979	82.6	84.3	86.0	87.9	2.3	2.0	2.1	2.1	7.6	7.1	7.1	8.8
1980	89.9	91.5	93.4	95.0	2.3	1.9	2.0	1.7	8.8	8.6	8.6	8.1
1981	98.3	100.0	101.6	103.2	3.5	1.7	1.6	1.6	9.4	9.2	8.8	8.6
1982	105.5	106.4	108.3	109.6	2.2	.9	1.8	1.2	7.3	6.4	6.6	6.2
1983	111.0	112.4	114.0	115.6	1.3	1.3	1.4	1.4	5.2	5.6	5.3	5.5
1984	117.2	118.3	119.2	120.7	1.4	.9	.8	1.3	5.6	5.2	4.6	4.4
1985	122.3	123.6	125.9	126.6	1.3	1.1	1.9	.6	4.4	4.5	5.6	4.9
1986	127.8	-	-	-	.9	-	-	-	4.5	-	-	-
Workers, by region: 6/												
Northeast												
1975	-	-	66.8	67.8	-	-	-	1.6	-	-	-	-
1976	68.4	69.3	71.1	72.3	.9	1.4	2.5	1.7	-	-	6.3	6.6
1977	73.1	74.5	75.8	77.0	1.1	2.0	1.7	1.5	6.8	7.5	6.7	6.5
1978	78.3	79.6	81.0	82.4	1.8	1.6	1.8	1.8	7.2	6.8	6.8	7.1
1979	83.6	85.1	86.5	88.4	1.5	1.7	1.7	2.1	6.8	6.9	6.9	7.3
1980	90.6	92.5	94.2	96.0	2.5	2.1	1.9	1.9	8.3	8.7	8.9	8.6
1981	98.3	100.0	101.7	104.4	2.4	1.7	1.7	2.7	8.5	8.1	7.9	8.8
1982	106.1	106.7	109.7	111.5	1.6	.6	2.8	1.6	7.9	6.7	7.9	6.8
1983	112.0	113.6	115.3	116.6	.4	1.4	1.5	1.1	5.6	6.5	5.1	4.6
1984	117.4	118.9	120.5	121.9	.7	1.3	1.3	1.2	4.8	4.7	4.5	4.5
1985	123.0	124.6	126.8	128.1	.9	1.3	1.8	1.0	4.8	4.8	5.2	5.1
1986	129.2	-	-	-	.9	-	-	-	5.0	-	-	-
South												
1975	-	-	63.6	64.5	-	-	-	1.5	-	-	-	-
1976	66.0	66.9	68.0	68.9	2.4	1.3	1.7	1.3	-	-	7.0	6.8
1977	69.9	71.4	72.7	73.6	1.5	2.2	1.9	1.2	5.8	6.8	7.0	6.9
1978	75.8	77.4	79.2	80.4	3.0	2.2	2.3	1.6	8.5	8.4	8.8	9.3
1979	82.5	83.8	85.3	87.3	2.6	1.7	1.7	2.4	8.8	8.3	7.7	8.5
1980	89.7	91.4	93.2	94.9	2.8	1.9	1.9	1.9	8.8	9.0	9.3	8.8
1981	98.0	100.0	101.9	102.8	3.3	2.0	1.9	.9	9.3	9.4	9.4	8.3
1982	105.7	107.4	108.8	109.8	2.8	1.6	1.3	.9	7.9	7.4	6.8	6.8
1983	111.4	112.5	114.3	115.7	1.5	1.0	1.6	1.2	5.4	4.7	5.1	5.4
1984	117.9	119.0	119.0	120.2	1.9	.9	.0	1.0	5.8	5.8	4.1	3.9
1985	122.3	123.4	124.8	125.4	1.7	.9	1.1	.5	3.7	3.7	4.9	4.3
1986	126.8	-	-	-	1.1	-	-	-	3.7	-	-	-
Midwest (formerly North Central)												
1975	-	-	63.9	65.3	-	-	-	2.3	-	-	-	-
1976	66.3	67.4	68.4	70.2	1.5	1.6	1.5	2.6	-	-	7.1	7.4
1977	70.7	71.8	73.2	74.9	.7	1.5	2.0	2.4	6.6	6.5	7.0	6.8
1978	75.9	77.7	78.9	80.1	1.3	2.3	1.6	1.5	7.4	8.2	7.8	6.9
1979	81.7	83.7	85.4	87.6	1.9	2.5	2.0	2.6	7.5	7.8	8.2	9.4
1980	89.7	91.6	93.3	95.3	2.4	2.0	1.9	2.2	9.9	9.3	9.2	8.8
1981	98.1	100.0	101.6	103.3	3.0	1.9	1.6	1.7	9.4	9.2	9.0	8.4
1982	104.7	106.1	107.6	108.6	1.4	1.3	1.4	.9	6.7	6.1	5.9	5.1
1983	110.1	111.5	112.8	113.6	1.4	1.3	1.2	.7	5.2	5.1	4.8	4.6
1984	115.5	116.0	117.8	118.7	1.7	.4	1.6	.8	4.9	4.0	4.4	4.5
1985	119.6	121.1	122.5	122.9	.8	1.3	1.2	.3	3.5	4.4	4.0	3.5
1986	124.2	-	-	-	1.1	-	-	-	3.8	-	-	-
West												
1975	-	-	61.8	63.1	-	-	-	2.1	-	-	-	-
1976	65.2	66.7	67.1	68.1	3.3	2.3	.5	1.6	-	-	8.6	8.0
1977	69.9	71.1	72.2	73.5	2.6	1.7	1.5	1.8	7.3	6.7	7.7	7.8
1978	74.9	76.6	78.1	79.2	1.9	2.2	2.0	1.5	7.1	7.6	8.1	7.8
1979	80.8	82.4	84.5	86.0	2.0	2.0	2.5	1.8	7.9	7.7	8.2	8.5
1980	88.2	90.4	93.5	95.3	2.6	2.4	3.4	2.0	9.2	9.6	10.6	10.8
1981	97.9	100.0	103.2	105.1	2.7	2.1	3.2	1.8	10.9	10.7	10.4	10.3
1982	107.9	108.6	110.7	112.0	2.7	.6	1.9	1.2	10.2	8.6	7.3	6.6
1983	114.1	114.9	116.5	118.5	1.9	.7	1.4	1.7	5.7	5.8	5.2	5.8
1984	118.8	119.6	120.0	122.5	.3	.7	.3	2.1	4.1	4.1	3.0	3.4
1985	124.0	125.1	126.6	127.1	1.2	.9	1.2	.4	4.4	4.6	5.5	3.8
1986	128.1	-	-	-	.8	-	-	-	3.3	-	-	-
Workers, by area size: 6/												
Metropolitan Areas												
1975	-	-	64.1	65.3	-	-	-	1.9	-	-	-	-
1976	66.5	67.5	68.7	70.0	1.9	1.5	1.7	1.9	-	-	7.1	7.2
1977	70.9	72.2	73.4	74.8	1.4	1.8	1.7	1.9	6.7	7.0	7.0	6.9
1978	76.1	77.7	79.2	80.4	1.7	2.1	2.0	1.6	7.2	7.6	7.8	7.5
1979	82.0	83.6	85.4	87.6	2.0	2.0	2.2	2.5	7.8	7.7	7.9	8.9
1980	89.4	91.4	93.5	95.4	2.1	2.2	2.3	2.0	9.1	9.3	9.5	9.0
1981	97.9	100.0	102.1	104.0	2.6	2.1	2.1	1.9	9.5	9.4	9.1	9.0
1982	105.9	107.1	109.1	110.5	1.8	1.1	1.9	1.3	8.2	7.1	6.9	6.3
1983	111.9	113.2	114.9	116.2	1.3	1.2	1.5	1.1	5.7	5.7	5.3	5.2
1984	117.6	118.6	119.5	121.0	1.2	.9	.8	1.3	5.1	4.8	4.0	4.1
1985	122.4	123.8	125.5	126.3	1.2	1.1	1.4	.6	4.1	4.4	5.0	4.4
1986	127.4	-	-	-	.9	-	-	-	4.1	-	-	-
Other Areas												
1975	-	-	63.6	64.6	-	-	-	1.6	-	-	-	-
1976	66.0	67.5	68.1	69.3	2.2	2.4	.9	1.8	-	-	7.1	7.4
1977	70.5	71.9	73.2	74.0	1.6	2.1	1.8	1.1	6.8	6.5	7.4	6.7
1978	76.5	78.2	79.6	80.6	3.4	2.3	1.7	1.3	8.6	8.8	8.7	9.0
1979	82.3	84.0	85.4	87.0	2.1	2.1	1.6	1.9	7.6	7.4	7.3	7.9
1980	90.1	91.5	92.9	95.1	3.6	1.6	1.5	2.4	9.5	8.9	8.9	9.4
1981	98.3	100.0	101.8	103.1	3.3	1.7	1.8	1.3	9.1	9.2	9.5	8.4
1982	106.0	106.8	108.3	108.8	2.8	.8	1.4	.5	7.8	6.8	6.4	5.5
1983	110.1	111.4	112.3	113.4	1.2	1.2	.8	1.0	3.9	4.3	3.7	4.2
1984	115.1	116.0	117.5	118.3	1.5	.8	1.3	.7	4.5	4.1	4.6	4.3
1985	119.6	120.6	121.9	122.0	1.1	.8	1.1	.1	3.9	4.0	3.7	3.1
1986	123.6	-	-	-	1.3	-	-	-	3.3	-	-	-

See footnotes at end of table.

Table 10. Continued—Employment Cost Index—wages and salaries only

Industry or Occupation Category, and Year	Indexes (June 1981=100)				Percent Changes for							
					3 Months Ended--				12 Months Ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
					WAGES AND SALARIES ONLY							
State and local government workers												
1981	-	100.0	105.0	107.0	-	-	5.0	1.9	-	-	-	-
1982	108.2	108.7	113.5	114.0	1.1	.5	4.4	.4	-	8.7	8.1	6.5
1983	115.1	115.7	119.2	120.0	1.0	.5	3.0	.7	6.4	6.4	5.0	5.3
1984	121.6	122.0	126.1	127.1	1.3	.3	3.4	.8	5.6	5.4	5.8	5.9
1985	128.4	128.7	133.2	134.2	1.0	.2	3.5	.8	5.6	5.5	5.6	5.6
1986	135.5	-	-	-	1.0	-	-	-	5.5	-	-	-
Workers, by occupational group:												
White-collar workers												
1981	-	100.0	105.4	107.5	-	-	5.4	2.0	-	-	-	-
1982	108.5	108.9	114.2	114.6	.9	.4	4.9	.4	-	8.9	8.5	6.6
1983	115.6	116.1	119.8	120.6	.9	.4	3.2	.7	6.5	6.6	4.9	5.2
1984	122.2	122.5	127.1	128.0	1.3	.2	3.8	.7	5.7	5.5	6.1	6.1
1985	129.3	129.6	134.3	135.3	1.0	.2	3.6	.7	5.8	5.8	5.7	5.7
1986	136.6	-	-	-	1.0	-	-	-	5.6	-	-	-
Blue-collar workers												
1981	-	100.0	103.9	105.5	-	-	3.9	1.5	-	-	-	-
1982	107.5	107.9	111.5	112.0	1.9	.4	3.3	.4	-	7.9	7.5	6.2
1983	113.3	114.3	116.4	116.9	1.2	.9	1.8	.4	5.4	5.9	4.4	4.4
1984	119.1	119.6	121.9	122.5	1.9	.4	1.9	.5	5.1	4.6	4.7	4.8
1985	124.2	124.5	127.9	128.4	1.4	.2	2.7	.4	4.3	4.1	4.9	4.8
1986	130.4	-	-	-	1.6	-	-	-	5.0	-	-	-
Workers, by industry division:												
Service industries												
1981	-	100.0	105.5	107.6	-	-	5.5	2.0	-	-	-	-
1982	108.4	108.8	114.2	114.6	.7	.4	5.0	.4	-	8.8	8.2	6.5
1983	115.5	115.9	119.8	120.6	.8	.3	3.4	.7	6.5	6.5	4.9	5.2
1984	122.2	122.5	127.2	128.1	1.3	.2	3.8	.7	5.8	5.7	6.2	6.2
1985	129.4	129.7	134.5	135.6	1.0	.2	3.7	.8	5.9	5.9	5.7	5.9
1986	136.8	-	-	-	.9	-	-	-	5.7	-	-	-
Hospitals and other services												
1981	-	100.0	104.6	107.3	-	-	4.6	2.6	-	-	-	-
1982	108.8	109.5	114.3	114.9	1.4	.6	4.4	.5	-	9.5	9.3	7.1
1983	116.5	117.7	119.7	120.6	1.4	1.0	1.7	.8	7.1	7.5	4.7	5.0
1984	121.9	123.1	125.1	125.9	1.1	1.0	1.6	.6	4.6	4.6	4.5	4.4
1985	127.7	128.0	130.2	130.9	1.4	.2	1.7	.5	4.8	4.0	4.1	4.0
1986	132.4	-	-	-	1.1	-	-	-	3.7	-	-	-
Health services												
1985	-	-	-	-	-	.1	2.6	.3	-	-	-	-
1986	-	-	-	-	.7	-	-	-	3.7	-	-	-
Schools												
1981	-	100.0	105.7	107.7	-	-	5.7	1.9	-	-	-	-
1982	108.3	108.5	114.2	114.5	.6	.2	5.3	.3	-	8.5	8.0	6.3
1983	115.2	115.4	119.9	120.6	.6	.2	3.9	.6	6.4	6.4	5.0	5.3
1984	122.2	122.3	127.8	128.7	1.3	.1	4.5	.7	6.1	6.0	6.6	6.7
1985	129.9	130.2	135.8	137.0	.9	.2	4.3	.9	6.3	6.5	6.3	6.4
1986	138.0	-	-	-	.7	-	-	-	6.2	-	-	-
Elementary and secondary schools												
1981	-	100.0	106.0	107.9	-	-	6.0	1.8	-	-	-	-
1982	108.7	108.8	114.9	115.1	.7	.1	5.6	.2	-	8.8	8.4	6.7
1983	115.6	115.8	121.1	121.7	.4	.2	4.6	.5	6.3	6.4	5.4	5.7
1984	122.9	123.0	129.3	130.2	1.0	.1	5.1	.7	6.3	6.2	6.8	7.0
1985	130.8	131.1	137.5	138.5	.5	.2	4.9	.7	6.4	6.6	6.3	6.4
1986	139.4	-	-	-	.6	-	-	-	6.6	-	-	-
Public administration 5/												
1981	-	100.0	103.8	105.5	-	-	3.8	1.6	-	-	-	-
1982	107.5	108.4	111.9	112.6	1.9	.8	3.2	.6	-	8.4	7.8	6.7
1983	114.6	115.4	118.2	119.4	1.8	.7	2.4	1.0	6.6	6.5	5.6	6.0
1984	120.4	121.3	124.4	125.7	.8	.7	2.6	1.0	5.1	5.1	5.2	5.3
1985	127.0	127.2	131.4	132.0	1.0	.2	3.3	.5	5.5	4.9	5.6	5.0
1986	133.8	-	-	-	1.4	-	-	-	5.4	-	-	-

[1] Includes private industry and State and local government workers and excludes farm, household, and Federal Government workers.

[2] Excludes farm and household workers.

[3] Includes mining, construction, and manufacturing.

[4] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and where applicable, public administration in State and local governments.

[5] Consists of legislative, judicial, administrative, and regulatory activities.

[6] The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See G. Donald Wood, Jr., "Estimation procedures for the Employment Cost Index," *Monthly Labor Review*, May 1982.

– Data not available.

Table 11. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending														
	1982		1983				1984				1985				1986
	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	Ip
Compensation adjustments:[2]															
First year	4.2	3.2	2.6	3.1	2.4	3.4	4.8	4.7	4.2	3.6	3.4	3.4	3.1	2.6	2.3
Over life of contract[3]	2.9	2.8	2.9	3.6	3.0	3.0	3.6	3.5	3.2	2.8	2.6	2.7	2.7	2.7	2.6
Wage-rate adjustments in-															
All industries															
First year	4.4	3.8	3.0	2.7	2.2	2.6	3.5	3.5	3.2	2.4	2.4	2.4	2.4	2.3	2.0
Contracts with COLA clauses[4]	3.0	2.2	1.3	.8	.4	1.9	4.0	4.6	4.5	2.9	2.5	2.3	1.9	1.6	1.6
Contracts without COLA clauses	7.5	7.0	6.0	4.7	3.7	3.3	3.0	2.7	2.3	2.1	2.4	2.4	2.7	2.7	2.2
Over life of contract[3]	3.7	3.6	3.5	3.5	3.2	2.8	3.0	3.1	2.8	2.4	2.3	2.4	2.5	2.7	2.5
Contracts with COLA clauses	2.1	2.1	2.2	2.3	2.2	2.0	2.6	2.9	2.8	1.8	1.3	1.5	1.8	2.5	2.6
Contracts without COLA clauses	7.0	6.6	6.0	4.7	4.1	3.7	3.4	3.2	2.8	2.7	2.8	2.8	3.0	2.8	2.5
Manufacturing															
First year	2.9	2.8	1.5	1.2	.6	.4	2.6	3.0	2.6	2.3	2.1	2.0	1.5	.8	.8
Contracts with COLA clauses	2.2	2.3	1.0	.4	-.2	-.7	2.4	3.2	1.5	2.1	2.0	1.9	1.5	.8	.8
Contracts without COLA clauses	7.1	6.3	5.4	4.7	2.9	3.2	2.9	2.8	3.7	2.9	2.5	2.2	1.5	.9	.9
Over life of contracts[3]	2.5	2.6	2.2	2.5	2.3	2.1	2.8	3.1	2.8	1.5	1.4	1.5	1.6	1.8	1.8
Contracts with COLA clauses	2.0	2.1	1.8	2.0	1.8	1.4	2.2	2.8	1.8	1.0	.9	1.0	1.4	2.1	2.1
Contracts without COLA clauses	6.1	5.8	5.1	4.6	3.9	3.9	3.7	3.6	3.8	3.3	3.2	3.0	2.4	1.6	1.5
Nonmanufacturing															
First year	6.0	4.8	5.0	3.8	3.3	3.8	3.8	3.7	3.3	2.5	2.6	2.7	3.2	3.3	2.8
Contracts with COLA clauses	4.3	1.9	2.4	1.7	1.7	4.4	4.9	5.2	5.4	5.5	5.1	4.3	4.0	3.6	2.5
Contracts without COLA clauses	7.6	7.2	6.2	4.7	3.9	3.3	3.0	2.6	2.1	2.0	2.4	2.5	3.0	3.3	2.7
Over life of contract[3]	4.9	4.7	5.4	4.2	3.9	3.2	3.1	3.0	2.8	2.9	2.8	2.9	3.3	3.3	3.0
Contracts with COLA clauses	2.4	2.1	3.5	3.1	3.1	2.6	2.9	3.0	3.1	4.8	4.0	3.8	3.9	3.6	3.6
Contracts without COLA clauses	7.3	6.9	6.2	4.7	4.1	3.7	3.3	3.0	2.6	2.6	2.7	2.8	3.2	3.3	2.9
Construction															
First year	6.7	6.5	5.2	2.6	1.6	1.5	1.2	.8	.9	.5	.9	1.1	1.0	1.5	1.7
Contracts with COLA clauses	-1.4	-1.4	-2.3	-1.2	-.6	-.6	.1	-.4	4.0	4.0	4.6	9.2	-	-	-
Contracts without COLA clauses	7.1	6.8	6.0	3.3	2.0	1.9	1.4	.9	.9	.4	.8	1.0	-	-	-
Over life of contract[3]	6.6	6.3	5.4	2.9	2.4	2.4	2.0	1.7	1.4	1.0	1.4	1.7	1.7	2.1	2.2
Contracts with COLA clauses	-.2	-.2	.8	.8	.9	.9	.7	.0	1.4	1.4	1.7	4.6	-	-	-
Contracts without COLA clauses	6.9	6.6	5.9	3.3	2.6	2.6	2.2	1.8	1.4	1.0	1.4	1.7	-	-	-

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

COLA = Cost of Living Adjustment.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 12. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] by year and quarter

Measure	Annual average						Quarterly average									
	1980	1981	1982	1983	1984	1985	1983	1984				1985				1986
							IV	I	II	III	IV	I	II	III	IV	Ip
Compensation adjustments:[2]																
First year	10.4	10.2	3.2	3.4	3.6	2.6	4.9	5.1	3.5	2.7	3.7	3.6	3.5	2.0	2.0	.3
Over life of contract[3]	7.1	8.3	2.8	3.0	2.8	2.7	3.1	4.7	3.2	3.1	2.0	2.7	3.4	3.0	1.4	1.2
Wage adjustments in—																
All industries:																
First year	9.5	9.8	3.8	2.6	2.4	2.3	4.2	2.8	2.6	2.1	2.3	3.3	2.5	2.0	2.1	0.8
Contracts with COLA clauses	8.0	8.0	2.2	1.9	2.9	1.6	4.9	4.7	1.3	1.5	2.6	2.4	1.5	.5	3.1	2.2
Contracts without COLA clauses	11.7	10.6	7.0	3.3	2.1	2.7	2.7	1.6	2.7	2.1	1.1	3.6	2.8	2.9	1.3	.5
Over life of contract[3]	7.1	7.9	3.6	2.8	2.4	2.7	2.8	3.2	2.7	2.6	1.5	3.2	2.8	3.1	1.9	1.6
Contracts with COLA clauses	5.0	5.5	2.1	2.0	1.8	2.5	2.6	4.4	1.3	1.6	1.3	1.8	2.4	2.6	2.7	2.4
Contracts without COLA clauses	10.3	8.8	6.6	3.7	2.7	2.8	3.9	2.6	2.9	2.7	2.1	3.5	2.9	3.3	1.3	1.4
Manufacturing:																
First year	7.4	7.2	2.8	.4	2.3	.8	2.9	2.5	2.5	2.3	2.2	.8	1.6	.5	.9	.9
Contracts with COLA clauses	6.5	6.2	2.3	-.7	2.1	.8	1.2	2.7	1.4	.7	2.2	1.4	1.1	.1	1.8	1.6
Contracts without COLA clauses	10.3	7.6	6.3	3.2	2.9	.9	5.0	2.3	3.2	3.8	2.5	.5	2.2	1.1	.1	.6
Over life of contract[3]	5.4	6.1	2.6	2.1	1.5	1.8	3.1	2.5	2.8	2.5	1.0	1.6	2.3	2.3	.9	1.5
Contracts with COLA clauses	4.4	4.8	2.1	1.4	1.0	2.1	1.7	2.4	1.4	1.2	.8	1.1	2.1	2.4	1.6	1.7
Contracts without COLA clauses	8.9	6.6	5.8	3.9	1.6	3.3	4.9	2.6	3.5	3.8	3.5	2.0	2.7	2.1	.4	1.4
Nonmanufacturing:																
First year	10.9	11.2	4.8	3.8	2.5	3.3	4.5	2.9	2.6	2.0	2.5	4.7	2.8	3.6	3.4	.7
Contracts with COLA clauses	9.7	8.9	1.9	4.4	5.5	3.6	5.4	5.9	1.1	5.0	5.0	5.0	2.1	3.1	4.6	3.5
Contracts without COLA clauses	12.2	12.1	7.2	3.3	2.0	3.3	1.4	2.7	1.9	.6	4.6	2.9	3.7	2.5	.5	
Over life of contract[3]	8.3	8.8	4.7	3.2	2.9	3.3	2.7	3.6	2.7	2.6	2.8	4.0	3.0	3.9	2.9	1.6
Contracts with COLA clauses	5.7	5.8	2.1	2.6	4.8	3.6	2.8	5.5	.9	3.1	4.8	3.5	2.9	4.2	4.0	3.7
Contracts without COLA clauses	10.8	9.9	6.9	3.7	2.6	3.3	2.5	2.6	2.8	2.6	1.7	4.0	3.0	3.9	2.2	1.5
Construction:																
First year	13.6	13.5	6.5	1.5	.5	1.5	1.1	-3.6	1.1	2.0	-2.8	-.8	1.5	2.1	.6	1.7
Contracts with COLA clauses	13.9	8.8	1.4	-0.6	-	-	-	-	-	-	-	-	-	-	-	-
Contracts without COLA clauses	13.6	14.0	6.8	1.9	-	-	-	-	-	-	-	-	-	-	-	-
Over life of contract[3]	11.5	11.3	6.3	2.4	1.0	2.1	2.6	-2.8	1.4	2.1	-.8	.5	2.2	2.3	.6	2.5
Contracts with COLA clauses	8.8	8.4	-.2	0.9	-	-	-	-	-	-	-	-	-	-	-	-
Contracts without COLA clauses	12.0	11.6	6.6	2.2	-	-	-	-	-	-	-	-	-	-	-	-

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost of Living Adjustment clause.

NNOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 13. Average quarterly effective wage adjustments in agreements covering 1,000 workers or more, 1982–first quarter 1984
(In percent)

Characteristic	Annual average[1]				Quarterly average							
					1984			1985				1986
	1982	1983	1984	1985	II	III	IV	I	II	III	IVp	Ip
Total effective adjustments (prorated over all workers)	6.8	4.0	3.7	3.3	–	1.2	0.7	0.8	0.8	1.2	0.5	0.6
Source:												
Current settlements	1.7	.8	.8	.7	.1	.3	.3	.1	.2	.2	.2	([2])
Prior agreements	3.6	2.5	2.0	1.8	.7	.7	.2	.6	.5	.6	.2	.4
Cost of living adjustment	1.4	.6	.9	.8	.2	.3	.2	.1	.1	.4	.1	.2
Industry												
Manufacturing	5.2	2.7	4.3	3.0	1.0	1.0	1.1	.9	.6	.8	.5	.9
Nonmanufacturing	7.9	4.8	3.3	3.6	.9	1.3	.4	.7	1.0	1.4	.4	.4
Nonmanufacturing, excluding construction	7.1	5.0	3.4	3.7	.6	1.4	.6	.9	.7	1.6	.5	.5
Construction	9.7	4.4	2.9	3.0	1.7	.9	0.0	.1	1.8	.9	.1	.2
Transportation and public utilities	7.1	4.4	3.0	3.6	.4	1.5	1.5	.6	.6	2.0	.3	.2
Wholesale and retail trade	6.8	5.1	3.4	3.3	.9	.7	.5	1.0	.8	.8	.7	.9
Services	7.8	7.0	4.9	5.1	.5	2.3	.6	1.7	.9	1.8	.7	1.1
Effective wage adjustment for workers receiving adjustments	7.2	4.7	4.4	4.1	2.8	3.6	2.7	2.6	2.4	2.9	1.5	1.9
Source:												
Current settlements	7.4	2.8	3.0	3.4	2.3	3.1	2.5	4.6	3.1	3.0	2.5	.7
Prior agreements	6.3	5.9	4.0	3.7	4.3	3.3	3.1	4.0	3.9	2.6	3.0	3.0
Cost-of-living adjustment	3.1	2.1	2.7	2.2	1.0	1.6	1.3	.4	.9	1.7	.6	.8
Total number of workers receiving wage change (in millions)	7.9	6.5	6.2	5.7	2.5	2.4	1.9	2.1	2.4	2.8	2.1	2.2
Source:												
Current settlements	1.9	2.3	1.9	1.5	.4	.4	.9	.2	.5	.5	.4	.1
Prior agreements	4.8	3.3	3.7	3.5	1.1	1.6	.4	1.0	.9	1.5	.5	1.0
Cost-of-living adjustment	3.8	2.3	2.5	2.4	1.5	1.2	1.2	1.1	1.1	1.8	1.3	1.4
Number of workers not receiving a wage change (in thousands)	.5	1.2	1.1	1.4	4.8	4.9	5.5	4.9	4.6	4.2	4.8	4.7

[1] The effective wage-rate adjustment for the year is the total of the cumulative quarterly changes. Because of rounding in the effective wage change series, sums of individual items may not equal totals.
[2] Less than 0.05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.
p = preliminary.

Table 14. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	July 85	4.7	4.9	5.0	3.6	2.9
Northeast	July 85	5.1	5.0	5.7	4.0	4.9
Albany-Schenectady-Troy	September 85	3.4	7.5	3.1	2.9	3.1
Boston	August 85	5.5	5.0	4.8	4.2	5.5
Buffalo	October 84	5.0	6.1	4.6	5.4	4.4
Hartford	July 85	5.0	5.4	3.7	4.7	3.6
Nassau-Suffolk	August 85	5.6	5.6	2.4	4.7	4.9
Newark	January 86	5.0	6.4	5.2	4.7	3.7
New York	May 85	5.6	5.5	7.3	3.2	6.6
Northeast Pennsylvania	August 85	4.5	5.8	6.4	3.7	2.4
Paterson-Clifton-Passaic	June 85	6.3	4.5	–	5.0	5.9
Philadelphia	November 85	4.5	5.0	3.5	3.5	2.4
Pittsburgh	January 86	3.5	3.7	2.7	1.6	.4
Portland	December 85	4.9	4.9	–	4.6	5.0
Poughkeepsie	September 85	–	–	–	–	–
Poughkeepsie-Kingston-Newburgh	September 84	–	–	–	3.5	2.5
Providence-Warwick-Pawtucket	June 85	5.2	5.1	5.9	5.7	4.5
Trenton	November 85	4.8	4.9	–	3.9	–
Worcester	April 85	4.6	4.4	–	4.6	3.0
York	January 86	3.0	5.8	4.9	3.7	3.1
South	July 85	4.9	5.0	5.5	3.5	2.3
Atlanta	May 85	4.3	4.9	3.0	4.3	3.8
Baltimore	August 85	4.4	4.6	5.6	2.1	3.2
Chattanooga	September 85	4.2	–	–	2.5	1.3
Corpus Christi	July 85	–	–	–	2.9	1.6
Dallas-Fort Worth	December 85	5.3	5.6	5.6	3.1	2.0
Daytona Beach	August 84	–	–	–	–	–
Gainesville	September 85	–	–	–	–	–
Greensboro-Winston-Salem-High Point	August 85	4.2	4.3	6.0	4.7	3.3
Greenville-Spartanburg	June 85	6.2	2.6	7.0	4.1	3.2
Houston	May 85	4.7	3.2	5.1	2.8	1.5
Huntsville	February 86	–	–	–	4.4	6.9
Jackson	January 86	4.7	4.4	–	2.7	1.3
Jacksonville	December 85	4.9	5.1	–	3.4	2.7
Louisville	November 84	4.2	5.0	7.1	3.9	3.7
Memphis	November 84	5.2	5.2	–	4.2	3.7
Miami	October 85	4.8	7.2	–	3.8	1.7
New Orleans	October 85	3.9	5.1	–	2.8	1.6
Norfolk-Virginia Beach-Portsmouth	May 85	7.6	–	–	4.6	2.5
Oklahoma City	August 85	4.2	4.9	–	4.0	1.1
Richmond	June 85	5.7	6.1	6.3	4.7	3.0
San Antonio	May 85	6.3	5.9	–	4.7	–
Washington	March 85	5.4	5.2	–	4.6	2.5
Midwest	July 85	4.3	4.9	4.0	3.6	2.6
Chicago	March 85	4.6	5.7	5.1	3.4	1.7
Cincinnati	July 85	4.0	4.3	3.7	3.3	3.2
Cleveland	September 85	4.1	4.0	3.8	4.7	1.4
Columbus	October 85	5.2	5.2	4.6	3.2	2.4
Davenport-Rock Island-Moline	February 86	3.3	3.9	4.1	2.8	3.2
Dayton	December 85	4.0	5.2	5.3	2.4	2.6
Detroit	April 85	4.1	3.6	1.2	3.9	3.0
Gary-Hammond-East Chicago	November 84	–	4.8	4.6	3.5	–
Green Bay	August 85	–	5.7	–	4.7	3.7
Indianapolis	October 85	4.4	4.4	4.6	3.3	3.6
Kansas City	September 85	4.4	7.4	3.1	4.4	3.1
Milwaukee	May 85	4.5	5.6	4.5	3.1	2.3
Minneapolis-St. Paul	January 86	5.3	4.5	5.0	3.2	2.7
Omaha	October 85	4.2	2.5	–	3.4	2.9
Saginaw	November 84	–	–	–	–	5.0
St. Louis	March 85	3.8	3.6	4.8	3.3	2.5

Table 14. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
South Bend	August 85	5.4	3.5	–	3.7	4.4
Toledo	June 85	4.5	5.7	7.4	3.9	3.8
Wichita	April 85	2.5	4.9	1.6	2.6	2.0
West	July 85	4.2	4.4	5.4	3.3	3
Anaheim-Santa Ana-Garden Grove	October 85	4.6	4.3	7.2	4.4	2.2
Billings	July 85	4.6	–	–	2.3	3.3
Denver-Boulder	December 85	2.6	3.9	4.2	2.9	.9
Fresno	June 85	4.7	–	–	3.3	–
Los Angeles-Long Beach	October 85	4.5	5.5	6.1	3.3	-1.0
Portland	June 85	4.4	4.5	–	3.2	.7
Sacramento	December 85	4.9	–	–	2.8	–
Salt Lake City-Ogden	November 85	4.2	5.4	–	3.1	2.8
San Diego	December 85	3.9	3.7	3.5	4.2	2.6
San Francisco-Oakland	March 85	4.6	3.3	4.3	3.0	-.1
San Jose	March 85	5.0	4.8	–	3.7	1.7
Seattle-Everett	December 85	.9	2.4	–	2.4	4.0

NOTE: Dashes indicate that data are not adequate for publication.

Major Collective Bargaining Settlements in Private Industry, First 3 Months 1986

Major collective bargaining settlements in private industry in the first 3 months of 1986 provided wage adjustments averaging 0.8 percent in the first contract year and 1.6 percent annually over the life of the contract. The last time the same parties bargained (2 to 3 years ago), average wage adjustments were 2.0 percent in the first contract year and 3.2 percent annually over the contract life.

Settlements reached during the first quarter covered 283,000 workers under 79 agreements. Approximately 475,000 other workers, however, were covered by 89 contracts that had expired but had not been renegotiated or ratified by the end of the quarter; over half of these workers were under agreements in railroad transportation that expired in June 1984.

The Bureau's major collective bargaining agreements series for private industry covers 6.9 million workers in bargaining units with at least 1,000 workers. In addition to data on settlements reached in the first 3 months of 1986, this report includes information on wage changes effective in the quarter that resulted from the new settlements, agreements reached in earlier years, and cost-of-living adjustments (COLA's).

First-quarter 1986 settlements

About 159,000 workers under settlements reached in the first quarter of 1986 had no wage change in the first year of the contract, 105,000 had wage increases (averaging 3.9 percent), and nearly 19,000 had decreases (averaging 9.9 percent). One-half of the workers with no wage change in the first contract year and one-sixth of those with wage decreases will have subsequent wage increases. Thus, 188,000 workers will have a net wage gain over the contract term. About 15,550 of the 18,600 workers who had wage decreases in the first contract year will have decreases (averaging 4.5 percent) for the contract term as well. About 69,000 workers covered by first-quarter settlements were in the construction industry, 42,000 were in retail food stores, 33,000 were in petroleum refining, and the remainder were in a variety of other industries.

More than two-fifths of the workers (122,000) under first quarter settlements were covered by "back-loaded" contracts—that is, specified wage adjustments were lower in the first contract year than in subsequent years. Back-loaded contracts provided average adjustments of minus 1.0 percent in the first year and 1.2 percent annually over the life of the contract. They were in a variety of industries, including petroleum refining, airlines, and construction.

About one-fifth of the workers (61,000) were under "front-loaded" contracts which provided average wage adjustments of 4.4 percent in the first contract year and 3.8 percent annually over the contract life. The remaining workers were under agreements of 12 months duration or that provided equal wage adjustments each year.

More than one-third (104,000) of the workers under settlements in the first 3 months will receive lump-sum payments. (Lump sums are excluded from wage and compensation measures in this series). Settlements with lump-sum payments had average wage adjustments of 0.4 percent in the first contract year and 0.9 percent annually over the contract life, lower than the corresponding averages for settlements without lump sums—1.0 and 2.0 percent. Contracts providing lump-sum payments were negotiated in petroleum refining, metal containers, and food stores, as well as in other industries.

First-quarter settlements covering 42,000 workers have cost-of-living adjustment (COLA) clauses. They specified average wage adjustments of 2.2 percent in the first year of the contract and 2.4 percent annually over the contract life. Settlements without COLA clauses, covering 240,000 workers, provided corresponding adjustments of 0.5 and 1.4 percent. Wage adjustments triggered by COLA's depend on future changes in the Consumer Price Index (CPI) and are excluded from these measures. (See Explanatory Note.) COLA clauses were established in settlements covering 7,200 workers and discontinued in settlements covering 21,500 workers in the first quarter of 1986.

The Bureau also measures compensation (wage and employee benefit costs) changes in settlements covering at least 5,000 workers. In the first 3 months of 1986, compensation adjustments under these settlements averaged 0.3 percent in the first contract year and 1.2 percent annually over the life of the contract. (See table 1.)

Effective wage adjustments

Effective wage adjustments are those that result from (1) settlements in the first 3 months of 1986 (2) deferred changes made under agreement negotiated earlier, and (3) COLA provisions.

Average effective wage adjustments in the first 3 months of 1986 were (in percent):

	For workers receiving wage change(s)	*For all workers (prorated)*
All adjustments	1.9	0.6
New settlements	0.7	(1)
Deferred adjustments	3.0	0.4
COLA adjustments	0.8	0.2

Wage changes (increases and decreases) put into effect in the first quarter of 1986 averaged 1.9 percent for the 2.2 million workers who received them. When prorated over all 6.9 million workers covered by major agreements, wage adjustments averaged 0.6 percent.

COLA clauses are designed to adjust wages to reflect changes in consumer prices. The size of the adjustment depends on the formula used to relate wage changes to price changes, the timing of COLA reviews, and possible limitations on the amount of COLA change. About 1.7 million workers had COLA reviews in the first 3 months of 1986. Of these, 1.4 million had COLA-triggered wage increases averaging 0.8 percent. Wage adjustments stemming from COLA reviews in the quarter averaged 72 percent of the change in the CPI during the COLA review period.

Second-quarter 1986 bargaining activity

In addition to the 475,000 workers under 89 contracts that had expired or been reopened prior to April 1, 1986, but had not been renegotiated or ratified, there are 933,000 workers under 295 major agreements scheduled to expire or reopen for wage negotiations during April-June 1986. They are in a variety of industries, including construction, hospitals, public utilities, and metalworking.

About 1.1 million workers are scheduled to receive deferred wage increases averaging 3.4 percent during the second quarter of 1986. These changes will be made under provisions of existing agreements negotiated earlier. About 1.6 million workers are scheduled for COLA reviews during the quarter.

Explanatory note about the data

This series covers major collective bargaining units—those with 1,000 workers or more—in private nonfarm industry. It is limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing. About one-tenth of the employed wage and salary workers in private industry (excluding households) are covered by a major bargaining agreement.

Settlement Data

Percentage changes in wages are calculated by dividing newly negotiated wage changes by the average hourly earnings, excluding overtime, at the time the agreement is reached. Similarly, measures of compensation (wages and benefits) changes are calculated by dividing the change in the value of the newly negotiated wage and benefit package by existing average hourly compensation, which includes the cost of previously negotiated benefits, legally required social insurance programs, and average hourly earnings.

In calculating compensation change, a value is put on the benefit portion of the settlements at the time they are reached. The cost estimates are based on the assumption that conditions existing at the time of settlement (for example, methods of financing pensions or composition of the labor force) will remain constant. The data, therefore, are measures of negotiated changes and not of total changes in employer cost.

Data for settlements include specified first-year and deferred wage changes, but exclude potential wage changes resulting from COLA clauses that depend upon future changes in the CPI unknown at the time of settlement. Conversely, "guaranteed" COLA amounts (those specified when the agreement was reached and scheduled to be implemented later) are included in settlement calculations because they are not tied to subsequent price movements. Lump-sum payments (for example, those made instead of wage increases, performance bonuses, and attendance bonuses) are excluded from all measures in this series. Settlements reached under both scheduled and unscheduled contract reopenings are included in the settlement data.

Contract duration runs from the effective date of the agreement to the expiration date or first wage reopening date, if applicable. Average annual percent changes over the contract term take account of the compounding of successive changes.

Effective wage adjustment data

Effective wage adjustments (both increases and decreases) are calculated by dividing wage changes implemented in a period by the average hourly wage rate at the beginning of the period. Wage changes under COLA clauses are based on changes in the Consumer Price Index specified in the contract for a designated review period.

The Tables

Table 1 summarizes data on settlements concluded in the first 3 months of 1986. Measures are expressed as average wage "adjustments" to include settlements in which wage rates are increased, decreased, or unchanged.

Table 2 shows the distribution of workers by the wage change in individual settlements. Means and medians are computed by weighting the changes by the number of workers affected.

Table 3 provides average wage adjustments for settlements by contract duration.

Tables 4 and 5 provide quarterly and annual data for 1985, and data for the first quarter of 1986. Table 4 shows average wage and compensation adjustments for settlements; table 5 provides effective wage adjustment data.

Tables 6 and 7 provide data for 4-quarter periods through the first quarter of 1986. Table 6 provides average wage adjustments for settlements; table 7 shows effective wage adjustment data.

Distributions of workers by the size of wage change for manufacturing and nonmanufacturing, usually published, do not meet publication standards this quarter. Similarly, distribution data are not presented on compensation adjustments for units of 5,000 workers or more, nor for wage or compensation adjustments for construction settlements.

Data for the first quarter of 1986 are preliminary and may be revised if additional information is obtained. Final data will be available in March 1987.

Additional historical information is available from the Office of Wages and Industrial Relations, Bureau of Labor Statistics, Washington, DC 20212.

Data on major public sector settlements are collected separately and released semiannually. Information for 1985 was released in February 1986, and information for the first 6 months of 1986 will be released in August 1986.

PRELIMINARY

Table 1. Average (mean) wage and compensation (wage and benefit costs) adjustments in collective bargaining settlements, first 3 months of 1986

(In percent)

Measure	First-year adjustments1/	Annual adjustment over life of contracts2/	Number of workers (000's)
Wage adjustments in settlements covering 1,000 workers or more:			
All industries	0.8	1.6	283
Contracts with COLA clauses	2.2	2.4	42
Contracts without COLA clauses	.5	1.4	240
Manufacturing	.9	1.5	95
Contracts with COLA clauses	1.6	1.7	28
Contracts without COLA clauses	.6	1.4	67
Nonmanufacturing	.7	1.6	187
Contracts with COLA clauses	3.5	3.7	14
Contracts without COLA clauses	.5	1.5	173
Construction3/	1.7	2.5	69
All industries excluding construction3/	.5	1.3	214
Nonmanufacturing excluding construction3/	.2	1.1	119
Compensation adjustments in settlements covering 5,000 workers or more:3/			
All industries	.3	1.2	147
Manufacturing	.9	1.7	36
Nonmanufacturing	.1	1.0	111
Construction	1.4	2.1	45
All industries excluding construction	-.2	.8	102
Nonmanufacturing excluding construction	-.8	.3	66

[1] Adjustments under settlements reached in the period and effective within 12 months of the contract effective date. Includes increases, decreases, and freezes.

[2] Adjustments under settlements reached in the period expressed as an average annual (compound) rate over life of contract. Includes increases, decreases, and freezes.

[3] Data by COLA coverage do not meet publication standards.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

Table 2. First-year and over-the-life wage adjustments in collective bargaining settlements covering 1,000 workers or more, first 3 months of 1986

Rate of adjustment	Percent of workers affected
First year adjustments1/	
All settlements	100
No wage change	56
Decreases2/	7
Increases	37
Under 2 percent	3
2 and under 4 percent	16
4 and under 6 percent	15
6 and under 8 percent	4
8 percent and over	0
Total number of workers (in thousands)	283
Mean adjustment (percent)	.8
Median adjustment (percent)	.0
Mean increase (percent)	3.9
Median increase (percent)	3.9
Mean decrease (percent)	-9.9
Median decrease (percent)	-7.9
Adjustments averaged over the life of the contact3/	
All settlements	100
No wage change	28
Decreases2/	5
Increases	66
Under 2 percent	24
2 and under 4 percent	27
4 and under 6 percent	15
6 and under 8 percent	2
8 percent and over	0
Total number of workers (in thousands)	283
Mean adjustment (percent)	1.6
Median adjustment (percent)	1.0
Mean increase (percent)	2.7
Median increase (percent)	2.9
Mean decrease (percent)	-4.5
Median decrease (percent)	-5.3

[1] See note 1, table 1.

[2] Distributions are not shown to protect confidentiality.

[3] See note 2, table 1.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

Table 3. Average wage adjustments in collective bargaining settlements covering 1,000 workers or more by duration of contract, first 3 months of 1986

Measure	Contract duration						
	All contracts	12 months or less	More than 12 and less than 24 months	24 months	More than 24 and less than 36 months	36 months	More than 36 months
Number of settlements	79	6	7	6	20	19	21
Number of workers (in thousands)	283	35	10	39	62	78	59
Average duration (months)	29.0	12.0	19.1	24.0	26.9	36.0	36.9
Percent adjustment in:							
First contract year	.8	.1	.4	1.3	.1	1.9	.1
Second contract year[1]	2.6	–	1.4	4.5	1.8	2.4	2.6
Third contract year[2]	1.6	–	–	–	.1	1.9	2.7
Average annual percent adjustment over life of contract	1.6	.1	.8	2 9	1.0	2.1	1.7

[1] Average is based only on settlements with a duration greater than 12 months.

[2] Average is based only on settlements with a duration greater than 24 months.

PRELIMINARY

Table 4. Average wage and compensation (wage and benefit costs) adjustments for collective bargaining settlements reached by quarter, 1985 and first quarter of 1986

(In percent)

Measure	1985					1986
	I	II	III	IV	Full year	I[1]
Wage adjustments in settlements covering 1,000 workers or more:						
First year[2]						
All industries	3.3	2.5	2.0	2.1	2.3	0.8
Contracts with COLA clauses	2.4	1.5	.5	3.1	1.6	2.2
Contracts without COLA clauses	3.6	2.8	2.9	1.3	2.7	.5
Manufacturing	.8	1.6	.5	.9	.8	.9
Contracts with COLA clauses	1.4	1.1	.1	1.8	.8	1.6
Contracts without COLA clauses	.5	2.2	1.1	.1	.9	.6
Nonmanufacturing	4.7	2.8	3.6	3.4	3.3	.7
Contracts with COLA clauses	5.0	2.1	3.1	4.6	3.6	3.5
Contracts without COLA clauses	4.6	2.9	3.7	2.5	3.3	.5
Construction	-.8	1.5	2.1	.6	1.5	1.7
All industries excluding construction	3.7	2.9	2.0	2.1	2.5	.5
Nonmanufacturing excluding construction	5.4	3.5	4.1	3.5	3.9	.2
Annual average over life of contract[3]						
All industries	3.2	2.8	3.1	1.9	2.7	1.6
Contracts with COLA clauses	1.8	2.4	2.6	2.7	2.5	2.4
Contracts without COLA clauses	3.5	2.9	3.3	1.3	2.8	1.4
Manufacturing	1.6	2.3	2.3	.9	1.8	1.5
Contracts with COLA clauses	1.1	2.1	2.4	1.6	2.1	1.7
Contracts without COLA clauses	2.0	2.7	2.1	.4	1.6	1.4
Nonmanufacturing	4.0	3.3	3.9	2.9	3.3	1.6
Contracts with COLA clauses	3.5	2.9	4.2	4.0	3.6	3.7
Contracts without COLA clauses	4.0	3.0	3.9	2.2	3.3	1.5
Construction	.5	2.2	2.3	.6	2.1	2.5
All industries excluding construction	3.4	3.1	3.2	1.9	2.9	1.3
Nonmanufacturing excluding construction	4.4	3.4	4.4	3.0	3.7	1.1
Compensation adjustments in settlements covering 5,000 workers or more:						
First year[2]						
All industries	3.6	3.5	2.0	2.0	2.6	.3
Contracts with COLA clauses	3.0	2.8	.8	2.5	2.0	[4]
Contracts without COLA clauses	3.7	3.7	2.7	1.5	3.0	[4]
Annual average over life of contract[3]						
All industries	2.7	3.4	3.0	1.4	2.7	1.2
Contracts with COLA clauses	1.7	3.0	2.7	2.0	2.5	[4]
Contracts without COLA clauses	3.0	3.5	3.3	.7	2.9	[4]

[1] Preliminary.

[2] See note 1, table 1.

[3] See note 2, table 1.

[4] Data by COLA coverage do not meet publication standards.

PRELIMINARY

Table 5. Average effective wage adjustments in collective bargaining agreements covering 1,000 workers or more, by quarter, 1985 and first quarter of 1986

(In percent)

Characteristic	1985					1986
	I	II	III	IV	Full Year	I[1]
Total effective adjustments (prorated over all workers)[2]	0.7	0.8	1.2	0.5	3.3	0.6
Source:						
Current settlements	.1	.2	.2	.1	.7	[3]
Prior agreements	.6	.5	.5	.2	1.8	.4
COLA provisions	.1	.1	.4	.1	.7	.2
Industry						
Manufacturing	.9	.6	.8	.5	2.8	.9
Nonmanufacturing	.7	1.0	1.4	.4	3.6	.4
Nonmanufacturing excluding construction	.9	.7	1.6	.5	3.7	.5
Construction	.1	1.8	.9	.1	3.0	.2
Transportation and public utilities	.6	.6	2.0	.3	3.6	.2
Wholesale and retail trade	1.0	.8	.8	.7	3.3	.9
Services	1.7	.9	1.8	.7	5.1	1.1
Effective wage change for workers receiving changes	2.6	2.5	2.9	1.5	4.1	1.9
Source:						
Current settlements	4.6	3.1	3.0	2.6	3.4	.7
Prior agreements	4.0	3.9	2.6	3.0	3.7	3.0
COLA provisions	.5	.9	1.8	.5	2.2	.8
Total number of workers receiving wage change (in thousands)	2,029.2	2,386.5	2,808.0	2,118.5	5,600.2	2,203.7
Source:						
Current settlements	182.6	540.8	459.9	374.9	1,434.2	87.3
Prior agreements	968.4	858.0	1,434.8	522.4	3,415.0	1,016.7
COLA provisions	1,018.1	1,025.5	1,737.7	1,299.0	2,317.2	1,438.5
Number of workers not receiving a wage change (in thousands)	4,924.4	4,567.1	4,145.6	4,835.1	1,353.4	4,745.5

[1] Preliminary.

[2] Includes increases, decreases, and no change in wages stemming from current settlements, agreements reached in a prior period, and COLA clauses.

[3] Less than 0.05 percent.

NOTE: Because of rounding and compounding, sums of individual items may not equal totals.

PRELIMINARY

Table 6. Average wage adjustments in collective bargaining settlements covering 1,000 workers or more during 4-quarter periods

(In percent)

Measure	Four quarters ending								
	1984				1985				1986
	I	II	III	IV	I	II	III	IV	I1/
Wage-rate adjustments in-									
All industries									
First year2/	3.5	3.5	3.2	2.4	2.4	2.4	2.4	2.3	2.0
Contracts with COLA clauses	4.0	4.6	4.5	2.9	2.5	2.3	1.9	1.6	1.6
Contracts without COLA clauses	3.0	2.7	2.3	2.1	2.4	2.4	2.7	2.7	2.2
Over life of contract3/	3.0	3.1	2.8	2.4	2.3	2.4	2.5	2.7	2.5
Contracts with COLA clauses	2.6	2.9	2.8	1.8	1.3	1.5	1.8	2.5	2.6
Contracts without COLA clauses	3.4	3.2	2.8	2.7	2.8	2.8	3.0	2.8	2.5
Manufacturing									
First year2/	2.6	3.0	2.6	2.3	2.1	2.0	1.5	.8	.8
Contracts with COLA clauses	2.4	3.2	1.5	2.1	2.0	1.9	1.5	.8	.8
Contracts without COLA clauses	2.9	2.8	3.7	2.9	2.5	2.2	1.5	.9	.9
Over life of contract3/	2.8	3.1	2.8	1.5	1.4	1.5	1.6	1.8	1.8
Contracts with COLA clauses	2.2	2.8	1.8	1.0	.9	1.0	1.4	2.1	2.1
Contracts without COLA clauses	3.7	3.6	3.3	3.3	3.2	3.0	2.4	1.6	1.5
Nonmanufacturing									
First year2/	3.8	3.7	3.3	2.5	2.6	2.7	3.2	3.3	2.8
Contracts with COLA clauses	4.9	5.2	5.4	5.5	5.1	4.3	4.0	3.6	3.5
Contracts without COLA clauses	3.0	2.6	2.1	2.0	2.4	2.5	3.0	3.3	2.7
Over life of contract3/	3.1	3.0	2.8	2.9	2.8	2.9	3.3	3.3	3.0
Contracts with COLA clauses	2.9	3.0	3.1	4.8	4.0	3.8	3.9	3.6	3.6
Contracts without COLA clauses	3.3	3.0	2.6	2.6	2.7	2.8	3.2	3.3	2.9
Construction									
First year2/	1.2	.8	.9	.5	.9	1.1	1.0	1.5	1.7
Contracts with COLA clauses	.1	-.4	4.0	4.0	4.6	9.2	4/	4/	4/
Contracts without COLA clauses	1.4	.9	.9	.4	.8	1.0	4/	4/	4/
Over life of contract3/	2.0	1.7	1.4	1.0	1.4	1.7	1.7	2.1	2.2
Contracts with COLA clauses	.7	.0	1.4	1.4	1.7	4.6	4/	4/	4/
Contracts without COLA clauses	2.2	1.8	1.4	1.0	1.4	1.7	4/	4/	4/

[1] Preliminary.

[2] See note 1, table 1.

[3] See note 2, table 1.

[4] Data by COLA coverage do not meet publication standards.

PRELIMINARY

Table 7. Average effective wage adjustments in collective bargaining agreements covering 1,000 workers or more during 4-quarter periods

(In percent)

Characteristic	Four quarters ending								
	1984				1985				1986
	I	II	III	IV	I	II	III	IV	I1/
Total effective adjustments (prorated over all workers)2/	4.7	4.3	4.2	3.7	3.6	3.5	3.5	3.3	3.1
Source:									
From current settlements	1.2	1.0	1.0	.8	.7	.9	.9	.7	.6
From prior agreements	2.5	2.2	2.1	2.0	2.2	1.9	1.8	1.8	1.7
From COLA	1.0	1.1	1.2	.9	.7	.7	.8	.7	.8
Effective wage change for workers receiving change	5.5	5.3	5.0	4.4	4.5	4.2	4.3	4.1	4.0
Source:									
From current settlements	4.2	3.6	3.7	3.0	2.9	2.9	2.8	3.4	2.9
From prior agreements	5.5	4.9	4.2	4.0	4.2	3.9	3.7	3.7	3.5
From COLA	3.6	4.0	3.2	2.7	2.3	2.3	2.8	2.2	2.5

[1] Preliminary.

[2] See note 2, table 5. Because of rounding, total may not equal sum of parts.

State and Local Government Collective Bargaining Settlements, 1985

Major collective bargaining settlements reached for State and local government workers during 1985 provided average wage adjustments of 4.6 percent in the first contract year and 5.4 percent annually over the life of the contract. The settlements covered 1,475,000 workers, or 68 percent of those under State and local agreements.

The Bureau's major collective bargaining series for State and local government covers bargaining units with 1,000 workers or more. The series includes data on wage change developments for 2.2 million workers, or about one-half of the State and local government workers that bargain over wages.

The Bureau also measures compensation (wage and benefit costs) adjustments in State and local government settlements covering 5,000 workers or more. Such settlements reached during 1985 provided compensation adjustments that averaged 4.2 percent in the first contract year and 5.1 percent a year over the contract life. In addition to data on settlements, this report includes information on wage changes effective during the year that resulted from 1985 settlements, agreements reached in earlier years, and cost-of-living adjustments (COLAs).

1985 settlements

Sixty-three percent of the 1,475,000 workers under 1985 settlements were employed by local governments, compared to 37 percent by State goverments. Workers in general government and administration units accounted for 39 percent of workers under 1985 settlements; education, 31 percent; and the remainder were in transportation and protective services.

Average first-year wage adjustments were larger for State government settlements (4.8 percent) than for local governments (4.4 percent). This relationship was reversed for averages over the life of the agreements, 4.9 and 5.7 percent, respectively. Almost all State and local government workers will receive a wage increase over the term of their agreements, and none will sustain a net wage decrease. Almost one-fourth of the local government workers, however, wil not receive an increase in the first contract year, compared with 4 percent of the State workers.

Effective wage adjustments

Effective wage adjustments are those that result from (1) settlements in 1985; (2) deferred changes made under agreements negotiated earlier; and (3)COLA provisions.

Average effective wage adjustments (in percent) in 1985 were:

	For workers receiving wage change(s)	*For all workers (prorated)*
All adjustments	6.8	5.7
New settlements	6.9	4.1
Deferred adjustments	5.6	1.6
COLA adjustments	1.7	(1)

[1] Less than 0.05 percent.

Wage changes (increases and decreases) put into effect in 1985 averaged 6.8 percent for the 1.8 million workers who received them. When prorated over all 2.2 million workers covered by major agreements in State and local governments, wage adjustments averaged 5.7 percent. Effective wage adjustments averaged more for local government workers (6.5 percent) than for State employees (4.5 percent).

Only 2 percent of the State and local government workers under major agreements have cost-of-living adjustment provisions, compared with 49 percent in the private sector. About 30,000 local government workers had COLA reviews in 1985. Of these, 20,500 had COLA increases averaging 1.7 percent. Wage adjustments stemming from COLA reviews in the year averaged 45 percent of the change in consumer prices during the COLA review period.

Bargaining activity, January to June 1986

About 835,000 million State and local government workers under major agreements may be involved in bargaining during the first half of 1986. There are 377,000 workers under 118 major contracts that had reopened or expired by December 31, 1985, but had not renegotiated or been ratified. Almost two-thirds of these workers are employed by local governments, primarily in education. An additional 400,000 workers are under 129 major agreements that are slated to expire between January and June, and 58,000 more are covered by contracts that have provisions for reopening during the period. These 458,000 workers are equally divided between State and local government jurisdictions.

Approximately 575,000 workers are scheduled to receive deferrred wage increases averaging 4.3 percent during the first half of 1986. These changes will be made under provisions of existing bargaining agreements negotiated earlier. About 18,000 workers are scheduled for COLA reviews during the first 6 months of 1986.

Explanatory note about the data

This series is limited to State and local government collective bargaining units with 1,000 workers or more. The Bureau of Labor Statistics is aware of 580 such units covering approximately 2.2 million workers. State and local governments were asked to provide information on agreements if (1) a labor organization is recognized as the bargaining agent for a group of workers, and settlements are embodied in signed, mutually binding collective bargaining agreements; and (2) at least wages are determined by collective bargaining.

The Bureau also publishes data on collective bargaining settlements in private industry. Care should be exercised, however, in comparing the size and nature of the settlements in State and local government with those in private industry because of differences in bargaining practices and settlement characteristics. A principal difference is the incidence of cost-of-living adjustment (COLA) clauses which are included in only a few local government settlements but are in a substantial number of private industry settlements. Agreements without COLAs tend to provide larger specified wage increases than those with COLAs. (Settlement data include specified first-year and deferred wage changes but exclude potential wage changes resulting from COLA clauses.) Another difference is that State and local government bargaining frequently excludes pension benefits which are often prescribed by law. In private industry, on the other hand, pensions are typically a bargaining issue.

Percent changes in compensation (wage and benefit costs) are calculated by dividing the newly negotiated changes in the wage and benefit package by existing average hourly compensation, which includes the cost of previously negotiated benefits, legally required social insurance programs, and average hourly earnings.

In calculating compensation change, a value is put on the wage and benefit portions of the settlements at the time they are reached. The cost estimates are based on the assumption that conditions existing at the time of settlement will not change (for example, composition of the labor force will remain constant). The data, therefore, are measures only of negotiated change and not of total changes in employer cost.

Table 1 summarizes data on settlements concluded in 1985. Measures are expressed as average wage "adjustments" to include situations in which wage rates are increased, decreased, or unchanged.

Tables 2, 3, and 4 show the distribution of workers by the wage and compensation change in individual settlements. Means and medians are computed by weighting the changes by the number of workers affected.

Table 5 provides average wage adjustments for settlements by contract duration.

Table 6 shows effective wage adjustment data by level of government.

Additional historical compensation information for State and local government collective bargaining units covering 5,000 workers or more is available from the Office of Wages and Industrial Relations, Bureau of Labor Statistics, Washington, DC 20212.

Data on private industry agreements, which are collected separately, were released in January 1986.

A press release on State and local government collective bargaining settlements in the first 6 months of 1986 will be issued in August 1986.

Table 1. Average (mean) wage and compensation (wage and benefit costs) adjustments in State and local government collective bargaining settlements, 1985

(In percent)

Measure	First-year adjustments[1]	Annual adjustment over life of contracts[2]	Number of workers (000's)
Wage adjustments:			
Settlements covering 1,000 workers or more:			
All government	4.6	5.4	1,475
State government	4.8	4.9	546
Local government	4.4	5.7	929
Compensation adjustments:			
Settlements covering 5,000 workers or more:[3]			
All government	4.2	5.1	844
State government	4.8	4.8	395
Local government	3.7	5.5	449

[1] Change effective within first 12 months of contract term.

[2] Total adjustment over contract term expressed as an average annual (compound) rate.

[3] Three units covering 38,000 workers are included in wage change data but not in comepnsation data, because data for total compensation costs were not available.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

Table 2. First-year wage adjustments in State and local government collective bargaining settlements covering 1,000 workers or more, 1985

Adjustment	Percent of workers affected		
	All government	State government	Local government
All settlements	100	100	100
No wage change	16	4	24
Decreases	(1)	0	(1)
Increases	84	96	76
Rate of increase[2]			
Under 2 percent	1	(1)	1
2 and under 4 percent	11	17	8
4 and under 6 percent	45	62	35
6 and under 8 percent	19	16	20
8 and under 10 percent	4	0	6
10 percent and over	4	1	6
Total number of workers (in thousands)	1,475	546	929
Mean adjustment (percent)	4.6	4.8	4.4
Median adjustment (percent)	5.0	5.0	5.0
Mean increase (percent)	5.4	4.9	5.8
Median increase (percent)	5.0	5.0	5.0

[1] Less than 0.5 percent.

[2] Percent increases in estimated average hourly earnings, excluding overtime, decided upon during the period and effective within 12 months of the effective date of the agreement.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

Table 3. Annual rate of wage adjustments over the life of the contract in State and local government collective bargaining settlements covering 1,000 workers or more, 1985

Adjustment	Percent of workers affected: All government	Percent of workers affected: State government	Percent of workers affected: Local government
All settlements	100	100	100
No wage change	1	0	2
Decreases	0	0	0
Increases	99	100	98
Rate of increase[1]			
Under 2 percent	2	3	1
2 and under 4 percent	13	21	7
4 and under 6 percent	59	67	55
6 and under 8 percent	18	8	24
8 percent and over	7	1	11
Total number of workers (in thousands)	1,475	546	929
Mean adjustment (percent)	5.4	4.9	5.7
Median adjustment (percent)	5.3	5.0	5.5
Mean increase (percent)	5.4	4.9	5.8
Median increase (percent)	5.3	5.0	5.5

[1] Percent increase in estimated average hourly earnings, excluding overtime, over the life of the agreement, reduced to an average annual (compound) rate.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

Table 4. Annual rate of compensation (wage and benefit costs) adjustment in State and local government collective bargaining settlements covering 5,000 worker or more, 1985

Adjustment	Percent of workers affected		
	All government	State government	Local government
First-year adjustments[1]			
All settlements	100	100	100
No change	17	4	30
Decreases	0	0	0
Increases	83	96	70
Rate of increase[2]			
Under 4 percent	8	4	12
4 and under 6 percent	65	87	46
6 and under 8 percent	5	5	5
8 percent and over	4	0	7
Total number of workers (in thousands)	844	395	449
Mean adjustment (percent)	4.2	4.8	3.7
Median adjustment (percent)	4.8	4.8	4.8
Mean increase (percent)	5.1	4.9	5.2
Median increase (percent)	4.8	4.8	5.2
Adjustments averaged over life of contract[3]			
All settlements	100	100	100
No change	0	0	0
Decreases	0	0	0
Increases	100	100	100
Rate of increase[2]			
Under 4 percent	9	15	4
4 and under 6 percent	79	82	76
6 and under 8 percent	8	3	13
8 percent and over	4	0	7
Total number of workers (in thousands)	844	395	449
Mean adjustment (percent)	5.1	4.8	5.5
Median adjustment (percent)	5.3	5.0	5.6
Mean increase (percent)	5.1	4.8	5.5
Median increase (percent)	5.3	5.0	5.6

---

[1] Negotiated adjustments in wages and benefits decided upon during the period and effective within 12 months of the effective date of the agreement.

[2] Percent increase in estimate average hourly compensation.

[3] Negotiated adjustments in wages and benefit levels by the end of the contract period, expressed as an average annual (compound) rate.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

Table 5. Average wage adjustments in State and local government collective bargaining settlements covering 1,000 workers or more by duration of contract, 1985

Measure	Contract duration						
	All contracts	12 months or less	More than 12 and less than 24 months	24 months	More than 24 and less than 36 months	36 months	More than 36 months
Number of settlements	360	72	36	88	44	113	7
Number of workers (in thousands)	1,475	202	143	293	121	702	14
Average duration (months)	27.6	11.3	15.8	24.0	26.9	36.0	41.2
Percent wage adjustment in:							
First contract year	4.6	6.1	5.6	5.0	5.5	3.6	3.6
Second contract year[1]	5.6	-	1.0	4.8	5.6	6.9	3.9
Third contract year[2]	4.7	-	-	-	.3	5.5	4.3
Average annual percent wage adjustment over life of contract	5.4	6.7	5.2	4.9	5.1	5.3	3.6

[1] Average is based only on settlements with a duration greater than12 months

[2] Average is based only on settlements with a duration greater than 24 months

Table 6. Average effective wage adjustments in State and local collective bargaining agreements covering 1,000 workers or more, 1985

(In percent)

Characteristic	Effective wage change for workers receiving change(s)	Total effective adjustments (prorated over all workers)
All Government	6.8	5.7
Source:		
Current settlements	6.9	4.1
Prior agreements	5.6	1.6
COLA provisions	1.7	(1)
State Government	5.4	4.5
Source:		
Current settlements	4.9	2.8
Prior agreements	5.3	1.7
COLA provisions	.7	(1)
Local Government	7.7	6.5
Source:		
Current settlements	8.1	4.9
Prior agreements	5.8	1.6
COLA provisions	2.0	(1)

[1] Value less than .05 percent.

NOTE: Because of rounding and compounding in the effective wage change series, sums of individual items may not equal totals.

Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1985								1986			
	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.
Major bargaining settlements in private industry	x	x			x							
State and local government settlements	x				x							
Employment Cost Index quarterly article		x			x			x			x	
Employment Cost Index historical table	x											
Major work stoppages in 1985											x	
Other articles							x[1]				x[2]	
Index to wage and benefit changes in preceding year										x		

[1] Collective bargaining activity in 1986.

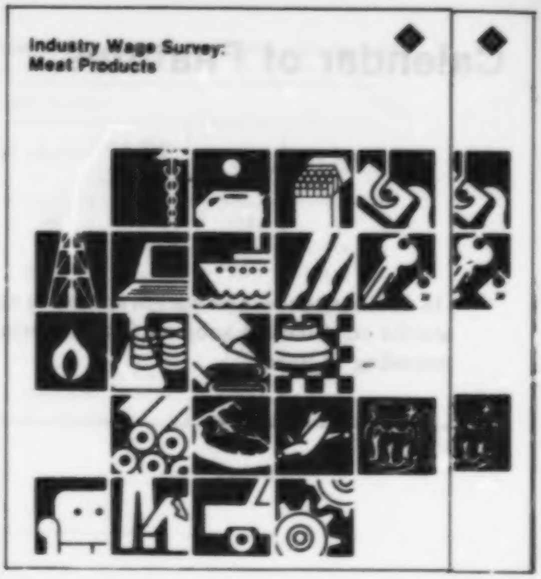
[2] Union membership of employed wage and salary workers.

Now available
from the
Bureau of Labor Statistics

Wage Surveys

for the following industries:

- **Meat Products**
- **Millwork**
- **Certificated Air Carriers**



Surveys include:

- Results from the latest BLS survey of wages and supplemental benefits.
- Detailed occupational data for the Nation, regions, and selected areas (where available).
- Data useful for wage and salary administration, union contract negotiation, arbitration, and Government policy considerations.

Where to send order:

Bureau of Labor Statistics
Publications Sales Center
P.O. Box 2145
Chicago, Ill. 60690

or

Superintendent of Documents
U.S. Government Printing Office
Washington, D.C. 20402

Order form

Please send:

☐ **Industry Wage Survey: Meat Products, June 1984,** Bulletin 2247, GPO Stock No. 029-001-02860-1, $6. Send______copies.
☐ **Industry Wage Survey: Millwork, September 1984,** Bulletin 2244, GPO Stock No. 029-001-02858-0, $2. Send______copies.
☐ **Industry Wage Survey: Certificated Air Carriers, June 1984,** Bulletin 2241, GPO Stock No. 029-001-02856-3, $2. Send______copies.

Total $__________

☐ Enclosed is a check or money order payable to Superintendent of Documents.

☐ Charge to GPO Deposit Account No. __________

☐ Charge to MasterCard * Account No. __________ Expiration date __________

☐ Charge to VISA * Account No. __________ Expiration date __________

* Acceptable only on orders sent directly to Superintendent of Documents

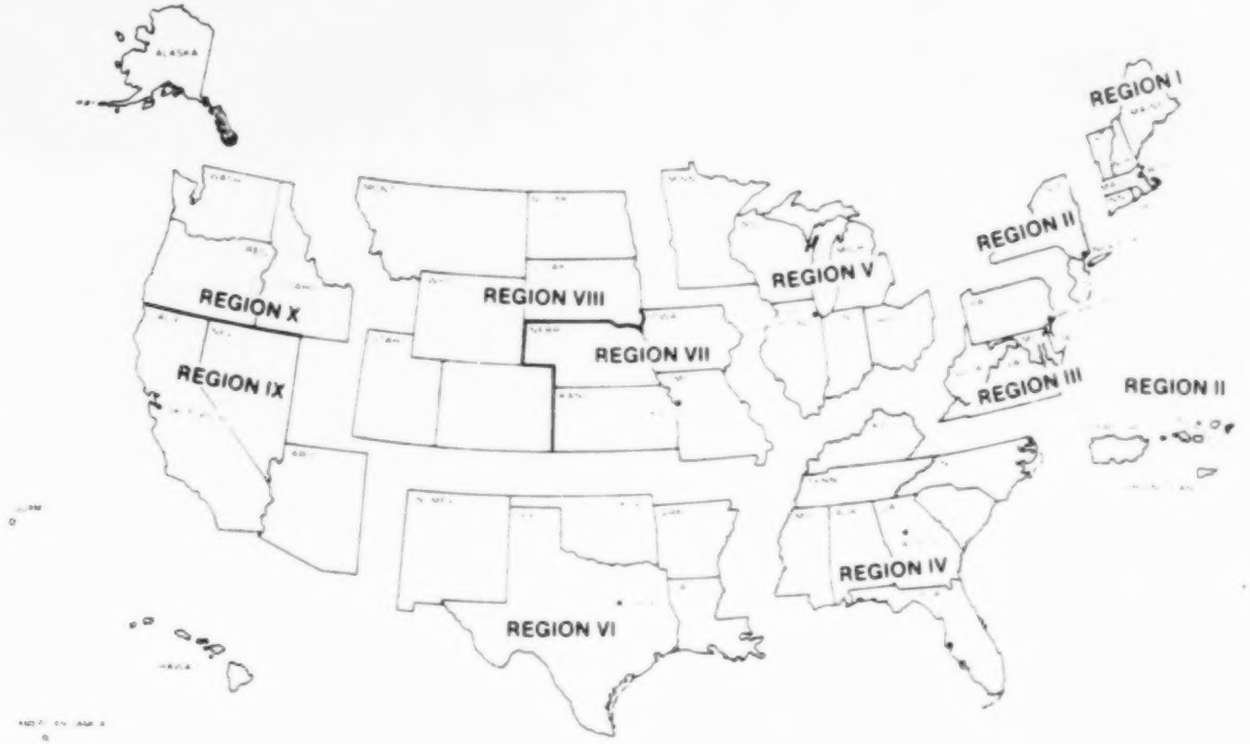
Name__________

Organization (if applicable) __________

Address __________

City, State, Zip Code __________

Bureau of Labor Statistics Regional Offices


REGION I
REGION II
REGION V
REGION X
REGION VIII
REGION VII
REGION IX
REGION III
REGION II
REGION IV
REGION VI

Region I
John F. Kennedy Federal Building
Government Center
Boston, Mass. 02203
Phone: (617) 223-6761

Region II
Suite 3400
1515 Broadway
New York, N.Y. 10036
Phone: (212) 944-3121

Region III
3535 Market Street
P.O. Box 13309
Philadelphia, Pa. 19101
Phone: (215) 596-1154

Region IV
1371 Peachtree Street, N.E.
Atlanta, Ga. 30367
Phone: (404) 347-4418

Region V
9th Floor
Federal Office Building
230 S. Dearborn Street
Chicago, Ill. 60604
Phone: (312) 353-1880

Region VI
Federal Building
525 Griffin St., Rm. 221
Dallas, Tex. 75202
Phone: (214) 767-6971

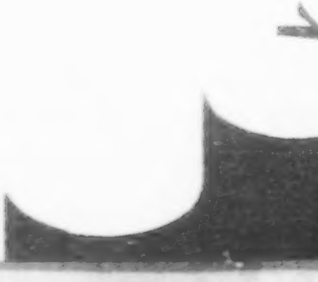
Regions VII and VIII
911 Walnut Street
Kansas City, Mo. 64106
Phone: (816) 374-2481

Regions IX and X
450 Golden Gate Avenue
Box 36017
San Francisco, Calif. 94102
Phone: (415) 556-4678

U.S. Department of Labor
Bureau of Labor Statistics
Washington, D.C. 20212

Official Business
Penalty for private use, $300

Second-Class Mail
Postage and Fees Paid
U.S. Department of Labor
ISSN 0192-8163

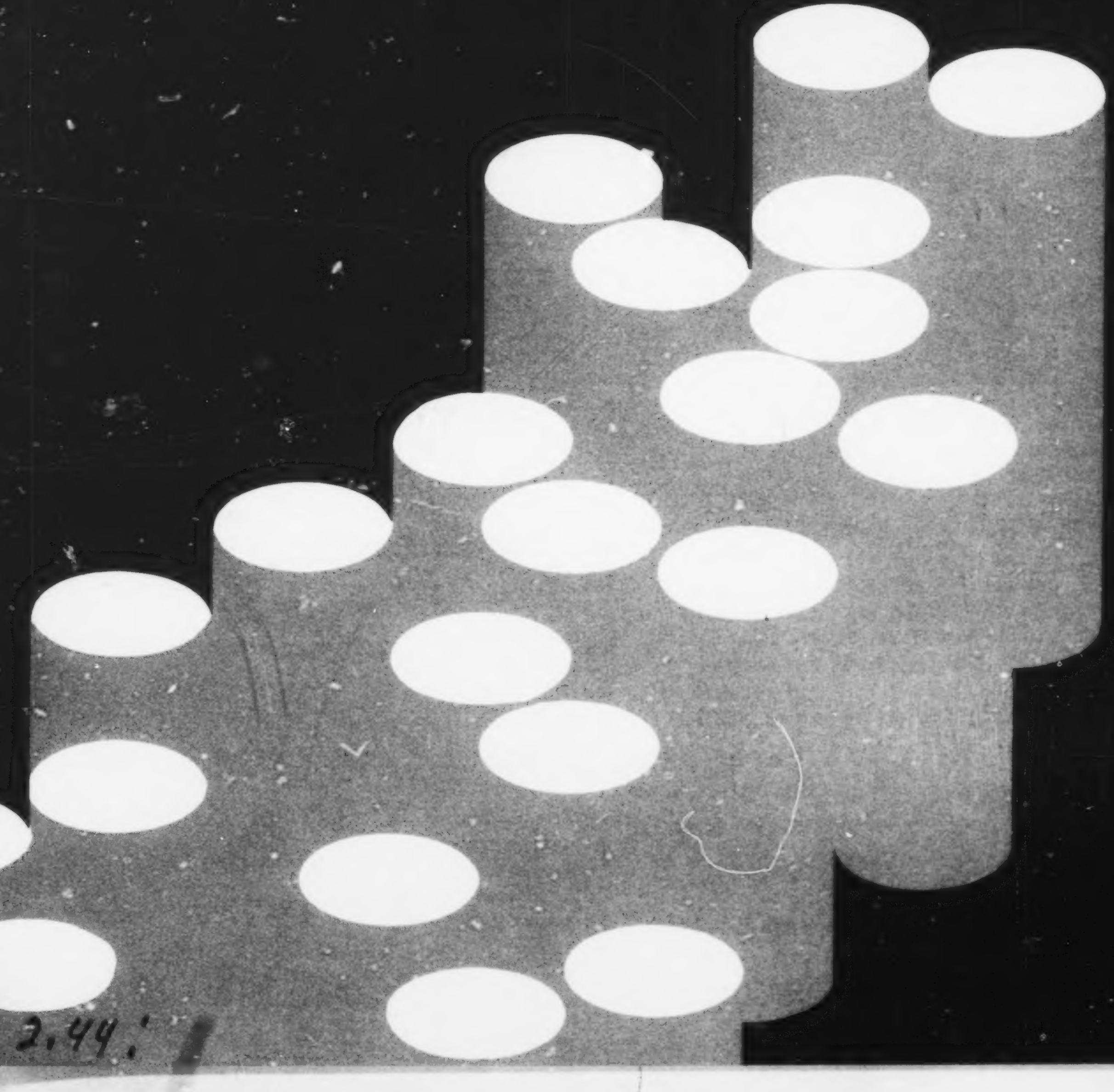


READEX FICHE best copy available

CWD

CURRENT WAGE DEVELOPMENTS

U.S. Department of Labor
Bureau of Labor Statistics
June 1986



2.44:

U.S. DEPARTMENT OF LABOR
William E. Brock, Secretary

BUREAU OF LABOR STATISTICS
Janet L. Norwood, Commissioner

Office of Wages and Industrial Relations
George L. Stelluto, Associate Commissioner

Current Wage Developments is a monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. It is prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

This publication is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $21 domestic, $26.25 foreign. Single copy $2 domestic; $2.50 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through May 30, 1987. Second-class postage paid at Washington, D.C. and at additional mailing offices.

Unless identified as copyrighted, articles and tabulations in this publication are in the public domain and may be reproduced without permission of the Federal Government. Please credit *Current Wage Developments*, Bureau of Labor Statistics.

ISSN 0192-8163

Regional Commissioners for Bureau of Labor Statistics

Region I—Boston: *Anthony J. Ferrara*
1603 John F. Kennedy Federal Building, Government Center,
Boston, Mass. 02203
Phone: (617) 223-6761
Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

Region II—New York: *Samuel M. Ehrenhalt*
1515 Broadway, Suite 3400, New York, N.Y. 10036
Phone: (212) 944-3121
New Jersey
New York
Puerto Rico
Virgin Islands

Region III—Philadelphia: *Alvin I. Margulis*
3535 Market Street
P.O. Box 13309, Philadelphia, Pa. 19101
Phone: (215) 596-1154
Delaware
District of Columbia
Maryland
Pennsylvania
Virginia
West Virginia

Region IV—Atlanta: *Donald M. Cruse*
1371 Peachtree Street, N.E., Atlanta, Ga. 30367
Phone: (404) 347-4418
Alabama
Florida
Georgia
Kentucky
Mississippi
North Carolina
South Carolina
Tennessee

Region V—Chicago: *Lois L. Orr*
9th Floor, Federal Office Building, 230 S. Dearborn Street,
Chicago, Ill. 60604
Phone: (312) 353-1880
Illinois
Indiana
Michigan
Minnesota
Ohio
Wisconsin

Region VI—Dallas: *Bryan Richey*
Federal Building, Room 221
525 Griffin Street, Dallas, Texas 75202
Phone: (214) 767-6971
Arkansas
Louisiana
New Mexico
Oklahoma
Texas

Regions VII and VIII—Kansas City: *Gunnar Engen*
911 Walnut Street, Kansas City, Mo. 64106
Phone: (816) 374-2481
VII
Iowa
Kansas
Missouri
Nebraska
VIII
Colorado
Montana
North Dakota
South Dakota
Utah
Wyoming

Regions IX and X—San Francisco: *Sam M. Hirabayashi*
450 Golden Gate Avenue, Box 36017
San Francisco, Calif. 94102
Phone: (415) 556-4678
IX
American Samoa
Arizona
California
Guam
Hawaii
Nevada
Trust Territory of the Pacific Islands
X
Alaska
Idaho
Oregon
Washington

Current Wage Developments

June 1986
(Includes data through May 1986)
Volume 38 Number 6

Editors: George Ruben, Olivia G. Amiss

In this issue:

Employment Cost Index, March 1986 55
Wage Highlights 1
Selected wage and benefit changes 4
  Manufacturing 4
    Food and kindred products 4
    Tobacco manufactures 4
    Apparel and other textile products 5
    Lumber and wood products 7
    Furniture and fixtures 7
    Paper and allied products 7
    Printing and publishing 8
    Chemicals and allied products 8
    Stone, clay, and glass products 9
    Primary metal industries 9
    Fabricated metal products 11
    Machinery, except electrical 11
    Electrical and electronic equipment 12
    Transportation equipment 13
    Instruments and related products 15
    Miscellaneous manufacturing 15
  Nonmanufacturing 15
    Mining 15
    Construction 15
    Transportation and public utilities 23
    Wholesale and retail trade 25
    Finance, insurance, and real estate 27
    Services 27
    Public administration 28
Work stoppages 32
Major agreements expiring in July 34
Statistics on compensation changes 35
    Definition of terms 35
    Tables 37
Calendar of features 56

Wage Highlights

Bargaining at Eastern, TWA *airlines.* The travails of Eastern Airlines continued into May but there was some hope for improvement in the financial condition of the carrier as the U.S. Department of Justice dropped its objections to Texas Air Corp.'s acquisition of Eastern. The acquisition still required approval of the Department of Transportation. In another unsettled matter, Eastern was continuing its court case to force the Machinists union to reopen its contract and negotiate wage and benefit reductions and changes in work rules similar to those negotiated by the Air Line Pilots and Transport Workers unions.

The latest series of crises at Eastern began in November 1985, when company chairman Frank Borman and president Joseph Leonard informed employees that, the "temporary (wage concession) programs that we have participated in since 1983 simply will not permit us to prosper in the new economic environment of our industry. . . .We must design and implement a restructuring of our employment costs that will allow us to resume the success of early 1985." During the first half of 1985, Eastern—which had not shown an annual profit since 1979—earned $46.4 million, but prospects for a full-year profit were dimmed by intensifying fare wars. (In fact, Eastern did show a profit, of $6.3 million, for the year.)

Following this general announcement, Eastern informed the unions that its survival required a permanent pay cut of 22 percent; two-tier pay systems; changes in work rules, including more monthly flying time by plane crews, and some reduction in benefits. The proposed 22-percent reduction would be only a few percentage points more than the temporary reductions the unions had negotiated in 1983 to be in effect for the year 1984. The temporary cuts were 20 percent for the 4,000 pilots represented by the Air Line Pilots Association (ALPA); and 18 percent for the 6,800 flight attendants, represented by the Transport Workers (TWU), and for the 13,000 mechanics and related ground service employees, represented by the Machinists (IAM) union. In 1985, the ALPA and the IAM had negotiated agreements with the carrier to restore the temporary cuts in January 1986. The IAM contract, extending through 1987, also provided for pay increases in 1986 and 1987. The TWU did not settle at the same time as the ALPA and IAM, contending that Eastern refused to offer the same terms as those accepted by the other unions and that Eastern's extension of the pay reduction into 1985 violated the 1983 agreement.

At yearend, the pressure on Eastern and the unions increased when the company's lenders set a March 31 deadline for negotiation and ratification of cost-reducing labor contracts. If the parties were unable to do so, the lenders could have seized Eastern's assets, since the company would have been in default on its $2.5 billion in debts.

Reflecting its concern, Eastern in mid-January announced that it was cutting 1,010 flight attendants from the payroll. Eastern also said that it was reducing the pay of the survivors by 20 percent and increasing their flight hours to about 63 per month, from 52. Finally, the company indicated that it was going to institute a two-tier pay system. Eastern's action came after the expiration of a 30-day "cooling off" period declared by the National Mediation Board under the Railway Labor Act. The end of the 30-day period freed the union to strike and the company to impose such contract changes or lock out employees.

The next development came on February 24, when Frank Lorenzo, chairman of Texas Air Corp., offered to buy Eastern. This impelled the unions to intensify efforts to settle on cost reductions and thus end the carriers need for assistance from Lorenzo, who is viewed with disfavor by the unions because of his 1983 acquisition of Continental Airlines and subsequent dismissal of the union-represented employees, followed by resumption of operation at reduced pay levels. The ALPA apparently settled as Eastern's board of directors was meeting to consider Lorenzo's offer. The TWU claimed that it also settled at that time but Eastern said that the document was never properly completed. Eastern also rejected the IAM's offer of a 15-percent pay cut because the union made it contingent on the resignation of company chairman Frank Borman.

The 28-month ALPA accord calls for a 20 percent permanent pay cut that could be offset by a possible 1988 distribution to employees from an allocation equal to 5 percent of any 1987 profits. Other terms included increased flying hours; a two-tier pay system providing for new employees to receive 20 percent lower pay during their first 5 years on the job; a cut in vacation time; and a requirement that workers begin paying part of their medical insurance premiums.

The TWU also negotiated a 33-month contract containing similar terms. It also provides for binding arbitration of several other issues that arose during the worker balloting.

In conjunction with the TWU settlement, Eastern also agreed to recall the laid off flight attendants and to pay employees part of the money they lost as a result of the company's extension of the 1984 pay cut through 1985. The partial payment was calculated at 6 percent of earnings from February 1, 1985, through January 20,1986.

In a legal development, Eastern initiated a lawsuit against the IAM in an effort to force the union to negotiate on cost reduction measures, contending that the February offer to cut pay in exchange for the resignation of Borman was a valid reopening of the contract.

At TWA, the Independent Federation of Flight Attendants ended its 2½-month strike but rejected the carrier's last offer. Return-to-work prospects were uncertain for the 6,000 employees. Apparently the union decided to end the stoppage because TWA was hiring an increasing number of replacements—and some strikers had returned to work—permitting it to attain nearly full operation. Just before the employees voted to return to work, TWA indicated that all but 600 of their jobs had been filled.

Developments at TWA, which also involved the ALPA and the IAM, began in May 1985, when financier Carl Icahn began a drive to gain control of the financially-stricken carrier. In August 1985, the ALPA and the IAM agreed to cuts in compensation and changes in work rules to aid Icahn in gaining control of TWA. To some extent, the unions were impelled to cooperate with Icahn because they feared that Frank Lorenzo might outbid Icahn for control of TWA.

At yearend, Icahn was encountering difficulties in gaining the financial backing necessary to complete his acquisition of TWA so the ALPA and the IAM agreed to modifications of the original accords intended to further reduce labor costs. Reportedly, the combined cut in compensation resulting from the settlements announced to 23 percent for employees represented by the ALPA and 17 percent for those represented by the IAM.

The Flight Attendants did not settle with TWA in 1985. Instead, bargaining continued into 1986 and became increasingly difficult as the union contended that TWA was seeking larger cuts in compensation than those accepted by the other unions. Finally, the union struck on March 6 but as time passed, the stoppage became less and less effective, leading to the union members decision to end the strike.

Illinois, Chicago settlements. Forty thousand employees of the State of Illinois were covered by a 3-year contract negotiated by the State, County and Municipal Employees. The agreement, effective July 1, provides for general wage increases of 4 percent on October 1, 1986, 4.5 percent on July 1, 1987, and 5 percent on July 1, 1988. Employees at the top of their rate range—about half of those in the unit—received an additional 2-percent increase on July 1, 1986. The State also agreed to provide $4 million for special pay increases to employees the parties agree are underpaid.

The accord, which covered workers in a variety of State agencies, also provides for negotiations on the impact on employees of the closing of any facilities; a new State-financed dental plan; and reduced deductibles and copayments for workers who use preferred provider medical care organizations.

In another development in Illinois, 4,500 Chicago fire fighters were covered by a 3-year arbitration award. Martin O. Holland, president of Local 2 of the International Association of Fire Fighters, said the award "was worth the wait," while Carl S. Tomnberg, the city's counsel for the negotiations, said the award gives back "operational control of the fire department to the city." The previous contract expired on December 31, 1983, and the arbitration period was concluded in March 1986, when arbitrator Irwin M. Lieberman issued his findings.

The accord, which was effective January 1, 1984, provided for pay increases of 4 percent retroactive to January 1, 1985, 1 percent retroactive to September 1, 1985, 5 percent retroactive to January 1, 1986, and 4.5 percent on January 1, 1987. The union also won its demand for five person staffing of fire companies but the city won the right to 15 staffing variances per day, meaning that 15 companies can be comprised of four firefighters.

Other terms included a reduction in the workweek to an average of 44.8 hours, from 46.7; 12 paid furlough days (was 10); 13 paid holidays (was 12); $15,000 city-financed life insurance (was $5,000); and elimination of the annual clothing allowance, with the city now required to open a commissary to provide uniforms and work clothes and to give employees $50 a year for maintenance. The settlement was financed by $45.4 million a year increase in property taxes voted by the city council, which also appropriated $500,000 to aid employees who retired or became disabled during the arbitration period or before to aid survivors of firefighters who died.

Auto parts accords. Champion Spark Plug Co. and the Auto Workers settled, ending a 10-week strike. The settlement covered 2,400 active and 600 laid-off workers at two plants in Ohio and one each in Michigan, Iowa, and Ontario, Canada.

The workers will receive $500 lump-sum payments in the first and second years and a 2.25 percent wage increase in the final year. The cost-of-living clause was continued but 3 cents an hour will be diverted from each resulting quarterly pay adjustment.

The contract, running to February 1, 1989, also provided for benefit changes: adoption of health care cost containment requirements such as precertification for hospital admissions and second opinions on surgery; increased life insurance for retirees; a pension rate of $22.50 a month (was $18.95) for each year of credited service, a $1,205 a month pension (was $935) for employees retiring under the 30-year-and-out provision, and two payments of up to $200 each for current retirees.

Elsewhere, the Auto Workers and Allied Corp. settled for 4,800 workers at former Bendix Corp. plants that were acquired by Allied in 1983. The plants, located in Michigan, Indiana, New Jersey, New York, and California, produce parts for the automobile, truck, aerospace, and shipbuilding industries.

The 3-year contract, scheduled to expire on May 3, 1989, does not provide for specified wage increases but the employees will receive $700 lump-sum payments in May of each year. The cost-of-living provision was continued, subject to a 2-cents-an-hour diversion from each of the first eight possible quarterly adjustments. There will be no diversion from the last three possible adjustments, which will be accrued and paid in lump sums at the end of the 3-month periods rather than being paid immediately in regular weekly paychecks. In other changes, the pension rate was increased to $20.50 a month for each year of credited service (from $18.45) and the 30-and-out pension was increased to $1,100 a month (from $935).

Selected Wage and Benefit Changes

Current provisions of collective bargaining agreements are summarized below. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements.

Coverage generally is limitedto actions affecting 1,000 workers or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

MANUFACTURING

FOOD AND KINDRED PRODUCTS

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Nabisco Brands Inc. Various locations Bakery, Confectionery and Tobacco Workers—9,000	10 cents 6/1/86	Deferred increase negotiated 8/24/85 (CWD November 1985); see CWD Mar. 1986.
Wholesale Bread and Cake Bakeries East-Central States Bakery, Confectionery and Tobacco Workers—8,000	40 cents 6/8/86	Deferred increase negotiated 6/84 (CWD Oct. 1984); see CWD June 1985.
The Great Western Sugar Co. Kansas, Nebraska, Montana, Wyoming and Colorado Teamsters (Ind.)—1,400	4 percent 6/1/86	Deferred increase negotiated 6/28/84 (CWD Oct. 1984); see CWD Oct. 1984.
J.R. Simplot Co. Caldwell, ID Teamsters (Ind.)—1,300	No change 5/13/86	3-year agreement negotiated 5/8/86 provided: wage reopener on 5/1/87; see CWD June 1985.
California Processors, Inc. California Teamsters (Ind.)—20,000	10-45 cents 7/1/86	Deferred increase negotiated 6/22/85 (CWD Sept. 1985).

TOBACCO MANUFACTURES

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
American Tobacco Co. Durham and Reidsville, NC Bakery, Confectionery and Tobacco Workers—2,400	35 cents 6/2/86	Deferred increase negotiated 5/11/85 (CWD Oct. 1985); previously received 1 cent automatic quarterly cost-of-living adjustments on 4/1/86; see CWD April 1986.
American Tobacco Co. Durham and Reidsville, NC Bakery, Confectionery and Tobacco Workers—2,400	2 cents 4/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TOBACCO MANUFACTURES—Continued		
Lorillard Div. of Loews Theatres, Inc. Greensboro, NC Bakery, Confectionery and Tobacco Workers—2,199	1 cent 4/1/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
APPAREL AND OTHER TEXTILE PRODUCTS		
Apparel Mfrs. Assn.; Affiliated Apparel Mfrs.; Ladies' Apparel Mfrs.; United Better Dress; and Rain Apparel Contractors National Ladies' Garment Workers —20,000	6 percent 6/1/86	Deferred increase negotiated 7/25/85 (CWD Sept. 1985).
New York Coat and Suit Assn., American Cloak and Suit Manufacturers Assn.; and part of Assn. of Rain Apparel Contractors National Ladies' Garment Workers —15,000	6 percent 6/1/86	Deferred increase negotiated 7/25/85 (CWD Sept. 1985).
National Assn. of Blouse Manufacturers, Inc. Ladies' Garment Workers —3,300	6 percent 6/1/86	Deferred increase negotiated 7/16/85 (CWD Sept. 1985).
Association of Garment Contractors Boston, MA, and vicinity Ladies' Garment Workers —4,500	6 percent 6/1/86	Deferred increase negotiated 6/25/85 (CWD Sept. 1985).
New England Sportswear Mfrs. Assn. Boston, MA, and vicinity Ladies' Garment Workers —2,000	6 percent 6/1/86	Deferred increase negotiated 6/25/85 (CWD Sept. 1985).
New England Clothing and Rainwear Manufacturers Boston, MA, area Ladies' Garment Workers 2,000	6 percent 6/1/86	Deferred increase negotiated 6/25/85 (CWD Sept. 1985).
New England Apparel Manufactuers Assn., Inc. Fall River and New Bedford, MA Ladies' Garment Workers 3,200	6 percent 6/1/86	Deferred increase negotiated 6/25/85 (CWD Sept. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
APPAREL AND OTHER TEXTILE PRODUCTS—Continued		
Infant, Children, and Girls' Sportswear and Coat Assn. New York, NY Ladies' Garment Workers —4,000	6 percent 6/1/86	Deferred increase negotiated 7/18/85 (CWD Sept. 1985).
National Women's Neckwear and Scarf Assn.; Inc. New York, NY, area Ladies' Garment Workers —1,100	6 percent 6/1/86	Deferred increase negotiated 7/18/85 (CWD Sept. 1985).
National Skirt and Sportswear Assn., Inc. New York, NY Ladies' Garment Workers —1,650	6 percent 6/1/86	Deferred increase negotiated 7/16/85 (CWD Sept. 1985).
United Knitwear Manufacturers League Ladies' Garment Workers —3,750	6 percent 6/1/86	Deferred increase negotiated 7/14/85 (CWD Sept. 1985).
Greater Blouse, Skirt and Undergarment Assn. New York, NY, area Ladies' Garment Workers —19,900	6 percent 6/1/86	Deferred increase negotiated 7/16/85 (CWD Sept. 1985).
Belt Association Inc. New York, NY Ladies' Garment Workers —3,200	6 percent	Deferred increase negotiated 7/18/85 (CWD Sept. 1985).
Juvenile Apparel Assn. New York, NY Ladies' Garment Workers —2,000	6 percent 6/1/86	Deferred increase negotiated 7/18/85 (CWD Sept. 1985).
American Schiffli Embroiders New Jersey United Textile Workers—1,000	See next column 5/1/86	2-year agreement resulting from wage reopener provided no change in first year and wage reopener on 4/30/87; see CWD June 1985.
New Jersey Apparel Contractors New Jersey Ladies' Garment Workers	6 percent 6/1/86	Deferred increase negotiated 7/26/85 (CWD Sept. 1985).
Atlantic Apparel Contractors Northeastern and Western, PA Ladies' Garment Workers —25,000	6 percent 6/1/86	Deferred increase negotiated 6/8/85 (CWD Sept. 1985).
Knitted Outerwear Manufacturers Assn. Philadelphia, PA Ladies' Garment Workers 4,000	5 percent 6/1/86	Deferred increase negotiated 7/17/85 (CWD Jan. 1986).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
APPAREL AND OTHER TEXTILE PRODUCTS—Continued		
Philadelphia Apparel Producers Assn. Philadelphia, PA Ladies' Garment Workers —3,000	6 percent 6/1/86	Deferred increase negotiated 8/28/85 (CWD Oct. 1985).
LUMBER AND WOOD PRODUCTS		
Woodworkers Assn. of Chicago Chicago, IL, area Carpenters and Joiners—1,700	85 cents 6/1/86	Deferred increase negotiated 8/22/84 (CWD Nov. 1984); see CWD June 1985.
Weyerhaeuser Co. Oklahoma and Arkansas Dierks, Div. Woodworkers—2,300	4 percent 5/1/85	Deferred increase negotiated 4/26/85 (CWD June 1985).
FURNITURE AND FIXTURES		
Manufacturing Woodworkers Assn. of Greater New York Inc. New York, NY Carpenters and Joiners—4,500	85 cents 7/1/86	Deferred increase negotiated 7/1/85 (CWD Nov. 1985).
Industrial Relations Council of Furniture Manufacturers Los Angeles County, CA Carpenters and Joiners—1,000	2 percent 6/1/86	Deferred increase negotiated 2/2/86 (CWD May 1986); no recent listing.
Store Fixture and Architectural Woodwork Institute of California Los Angeles and Orange counties, CA Carpenters and Joiners—1,600	40 cents 5/1/86	Deferred increase negotiated 4/28/84 (CWD May 1984); see CWD May 1985.
PAPER AND ALLIED PRODUCTS		
Scott Paper Co., S.D. Warren Div. Westbrook, ME Paperworkers—1,050	4.5 percent 6/1/86	Deferred increase negotiated 6/1/85 (CWD July 1985).
James River Corp. Berlin, NH Paperworkers—1,200	4 percent 6/25/86	Deferred increase negotiated 6/21/85 (CWD August 1985).
Bowaters Southern Paper Corp. Tennessee Paperworkers and Electrical Workers (IBEW)—1,150	4 percent 7/3/86	Deferred increase negotiated 5/25/84 (CWD Oct. 1984); see CWD July 1985.
Georgia-Pacific Corp. Crosset, AR Paperworkers—1,100	3 percent 7/1/86	Deferred increase negotiated 10/10/85 (CWD Dec. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PAPER AND ALLIED PRODUCTS—Continued		
Consolidated Paper, Inc. and Consoweld Corp. Wisconsin Paperworkers—2,600	6 percent 5/1/86	Deferred increase negotiated 7/6/84 (CWD Sept. 1984); see CWD May 1985.
Nekoosa-Edwards Paper Co. Nekoosa and Port Edwards, WI Paperworkers—1,500	4 percent 6/1/86	Deferred increase negotiated 5/31/85 (CWD July 1985).
Scott Paper Co. Everett, WA Western Pulp and Paperworkers —1,000	4.5 percent 6/1/86	Deferred increase negotiated 10/2/84 (CWD Jan. 1985); see CWD Jan. 1985.
Longview Fiber Co. Longview, WA Western Pulp and Paperworkers —1,500	4.5 percent 6/1/86	Deferred increase negotiated 9/11/84 (CWD Oct. 1984).
PRINTING AND PUBLISHING		
Metropolitan Lithographers Inc. New York, NY, area Amalgamated Lithographers of America (Ind.)—5,000	5.34 percent 7/1/86	Deferred increase negotiated 6/26/84 (CWD Sept. 1984); see CWD July 1985.
Graphic Arts Assn. of Delaware Valley Philadelphia, PA Graphic Arts—1,300	4 percent 5/1/86	3-year agreement negotiated 4/26/86 also provided: 2 percent increase on 5/1/87; no recent listing.
Chicago Lithographers Assn. Chicago, IL Graphic Communications—3,000	9 cent decrease 4/1/86	Automatic semiannual cost-of-living adjustment; see CWD Dec. 1985.
CHEMICALS AND ALLIED PRODUCTS		
Martin Marietta Energy Systems, Inc. Oak Ridge, TN Atomic Trades and Labor Council—4,400	4 percent 6/22/86	Deferred increase negotiated 6/84 (CWD Oct. 1984); see CWD June 1985.
P.P.G. Industries, Inc. St. Charles, LA Machinists—1,300	15½ to 21 cents 5/15/86	Deferred increase negotiated 5/84 (CWD July 1984); see CWD May 1985.
Union Carbide Corp. Texas City, TX Texas Metal Trade Council —1,400	2 percent 4/1/86	Negotiated 4/86 under wage reopening provision of agreement scheduled to expire 3/31/87; see CWD June 1985.
Miles Laboratories Elkhart, IN Steelworkers—900	See next column 3/16/86	3-year agreement negotiated 3/12/89 provided: $800 lump sum payment on 3/12/86, $900 on 3/12/87; and $1,000 on 3/12/88; continued quarterly cost of living adjustment calculated at 1 cent for every .3 percent movement in the BLS-CPI-W, with a cap of 15 cents per year—resulted in 10 cents adjustment,

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CHEMICALS AND ALLIED PRODUCTS—Continued		
		on 4/1/86; past service pensions will increase by 15 percent and future service pensions will increase to $18, $20 and $22 (was $16) in respective contract years; see CWD Sept. 1985.
STONE, CLAY, AND GLASS PRODUCTS		
Lone Star Industries, Inc. Various locations Boilermakers—1,200	25 cents 5/86	Deferred increase negotiated 5/25/84 (CWD July 1984); see CWD May 1985.
Owens-Corning Fiberglas Corp. Newark, OH Glass, Pottery, Plastic Workers; Machinists; and Electrical Workers (IBEW)—2,250	4 percent 6/1/86	Deferred increase negotiated 5/31/84 (CWD Aug. 1984); see CWD June 1983.
PRIMARY METAL INDUSTRIES		
Armco Inc. Various locations Steelworkers—14,000	7 cent decrease 5/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
Inland Steel Corp. Various locations Steelworkers—21,000	7 cent decrease 5/1/85	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
Bethlehem Steel Corp. Various locations Steelworkers—49,000	7 cent decrease 5/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
U.S. Steel Corp. (production and maintenance employees) Various locations Steelworkers—102,000	7 cent decrease 5/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
Phoenix Steel Corp. Various locations Steelworkers—1,000	7 cent decrease 5/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
White Consolidated Industries, Inc., Blaw-Knox Co., Foundry and Mill Machinery, Inc. Various locations Steelworkers—1,500	1 cent 4/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
National Standard Co. Various locations Steelworkers—900	33 cents 5/16/86	Deferred increase negotiated 5/16/83 (CWD Feb. 1984); see CWD May 1985.
Sharon Steel Corp. Sharon and Farrel, PA; Warren, OH; and Dearborn, MI Steelworkers—2,800	7 cent decrease 5/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Allegheny International Inc., Allegheny Ludlum Industries, Inc. CT, NY, and PA Steelworkers—5,400	7 cent decrease 5/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
Al Tech Specialty Steel Corp., and affiliate of CATX Corp. Watervliet and Dunkirk, NY Steelworkers—1,750	7 cent decrease 5/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
Revere Copper Products, Inc. Rome, NY Mechanics Educational Society—900	15 cents 5/86	Deferred increase negotiated 5/84; see CWD May 1985.
Cyclops Corp., Universal Cyclops Specialty Steel Div. Bridgeville, Pittsburgh, Aliquippa, and Titusville, PA Steelworkers—1,100	45 cents 5/86	Deferred increase negotiated 2/22/83 (CWD Aug., 1983); see below.
Cyclops Corp., Universal Cyclops Specialty Steel Div. Bridgeville, Pittsburgh, Aliquppa and Titusville, PA Steelworkers—1,100	7 cent decrease 5/1/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
The Babcock and Wilcox Co., Tubular Products Div. Beaver Falls, PA Steelworkers—4,500	7 cent decrease 5/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
Cyclops Corp., Detroit Steel Corp. Mansfield, OH Steelworkers—1,100	7 cent decrease 5/1/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Copperweld Steel Co. Warren, OH Steelworkers—2,000	7 cent decrease 5/1/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
CF & I Pueblo, Canyon City, and Salida, CO, and Sunrise, WY Steelworkers—1,600	7 cent decrease 5/1/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Intalco Aluminum Co. Ferndale, WA Metal Trades Council—950	2 cents 4/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1985.
Teledyne Wah Chang Albany, subsidiary of Teledyne Inc. Millersburg (Albany), OR Steelworkers—900	2 cents 4/1/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FABRICATED METAL PRODUCTS		
Martin Marietta Corp., Aerospace Div. Baltimore, MD; Orlando, FL; Denver, CO Automobile Workers—4,800	2 cents 5/14/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
The Stanley Works New Britain, CT Machinists—2,100	50 cents 5/10/86	Deferred increase negotiated 5/9/85 (CWD Aug. 1985).
FMC Corp., Northern Ordnance Div. Fridley, MN Automobile Workers—2,200	2 cents 4/1/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Kohler Co. Kohler, WI Automobile Workers—3,000	2 cents 4/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
Fisher Controls Co. Marshalltown, IA Automobile Workers—1,300	2 cents 4/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
Bendix Corp. Kansas City, MO Machinists—4,000	6 cents 4/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
MACHINERY, EXCEPT ELECTRICAL		
J.I. Case Co. National Automobile Workers—4,300	3 percent 7/1/86	Deferred increase negotiated 7/1/83 (CWD Aug. 1983); see CWD Apr. 1986.
J.I. Case Co. East Moline and Hinsdale, IL, and St. Paul, MN Automobile Workers—1,200	2.5 percent 7/1/86	Deferred increase negotiated 6/15/85 (CWD Sept. 1985); see CWD Jan. 1986.
Cameron Iron Works, Inc. Houston, TX Machinists—1,700	15 cents 6/1/86	Deferred increase negotiated 8/7/83 (CWD Sept. 1983); see CWD Mar. 1986.
Timken Co. Canton, Columbus and Wooster, OH Steelworkers—8,000	45 cents 7/27/86	Deferred increase negotiated 8/28/83 (CWD Oct. 1983); see CWD Apr. 1986.
Copeland Corp. Sidney, OH Electronic Workers—1,400	35 cents 6/1/86	Deferred increase negotiated 6/7/85 (CWD July 1985).
Marion Power Shovel Co., A Subsidiary of Pittsburgh Coke and Chemical Corp. Marion, OH Steelworkers—1,000	30 cents 6/17/86	Deferred increase negotiated 7/8/84 (CWD Aug. 1984); see CWD June 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Tecumseh Products Co. Tecumseh, MI United Products Workers—1,750	10 cents 6/1/86	Deferred increase negotiated 4/25/84 (CWD May 1985); see CWD Jan. 1986.
Sperry Rand Corp., Univac Div. St. Paul, MN Electrical Workers—2,500	3.4 percent 6/23/86	Deferred increase negotiated 6/22/84 (CWD Aug. 1984); see CWD June 1985.
ELECTRICAL AND ELECTRONIC EQUIPMENT		
General Electric Co. Various locations Electronic Workers—47,300 Electrical Workers (UE-I)—8,600 Machinists—8,000, Auto Workers—6,000, Electrical Workers (IBEW)—5,000 and others	3 percent 7/1/86	Deferred increase negotiated 7/85 (CWD Sept. 1985); see CWD Jan. 1986.
Westinghouse Corp., (salaried employees) National Federation of Westinghouse Independent Salaried Unions —7,100	3 percent 7/1/86	Deferred increase negotiated 7/28/85 (CWD Oct. 1985); see CWD Feb. 1986.
Westinghouse Corp. (hourly employees) National Electronic Workers; Electrical Workers (IBEW); Machinists and others—19,200	3 percent 7/21/86	Deferred increase negotiated 7/28/85 (CWD Oct. 1985); see CWD Feb. 1986.
Gould Inc., Battery Group National Electrical Workers (IBEW) —1,200	See next column 4/20/86	3-year agreement negotiated 4/20/86 also provided: $300 lump sum payment to all workers on 4/20/86, 2.5 percent wage increase on 4/20/87 and 3.2 percent on 4/20/88; second surgical opinion now required; $10 per month single employee health insurance contribution (was non-contributory) to health and welfare; see CWD Apr. 1985.
Champion Spark Plug Co. Various locations Automobile Workers—2,150	$500 lump sum 2/1/86	3-year agreement negotiated 4/9/86 also provided: a 6-cents per hour wage increase retroactive to 3/1/86, $500 lump sum on 2/1/87 and 2.25 percent wage change on 2/1/88; quarterly cost-of-living clause maintained providing 1 cent for every 0.3 point change in BLS-CPI-W (1967 = 100) with 3 cents diverted each quarter to benefits; $1,205 month (was $935) maximum pension effective 1/1/89; settlements preceded by 67-day strike; see CWD Jan. 1986.
Leviton Manufacturing Co., Inc. Hillsgrove, RI Electrical Workers (IBEW) —1,500	See next column	3-year agreement negotiated 12/11/85 also provided: 3 percent increase on 5/5/86, 5/5/87 and 5/5/88; annual cost-of-living adjutment provides 2 cents for every 0.5 percent change in BLS-CPI-W (1967 = 100) above 1 percent; $6.50 month (was $6) pension for every year of credited service, effective 1/1/89; see CWD May 1985.
Bendix Corp., Electrical Components Div. Sidney, NY Machinists—2,100	1 cent 5/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
The Hoover Co. Canton and N. Canton, OH Electrical Workers (IBEW) —2,800	See next column 5/5/86	3-year agreement negotiated 5/4/86 also provided: 20 cents wage increase on 5/5/86, 16 cents on 5/5/87, and 15 cents on 5/5/88; quarterly cost-of-living adjustment clause maintained; $240 week (was $200) sickness and accident; see CWD April 1986.
Zenith Electronics Co. Evansville, IN Electronic Workers—1,100	3 percent 6/7/86	Deferred increase negotiated 6/7/85 (CWD July 1985); see CWD July 1985.
Ford Electronics Refrigeration Connersville, IN Electronic Workers—2,000	1 cent decrease 5/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
Zenith Radio Corp. Chicago, IL, area United Electronic Workers (Ind.)—1,500	3 percent 7/1/86	Deferred increase negotiated 7/19/84 (CWD Oct. 1984); see CWD Feb. 1986.
Magic Chef Inc., Norge Div. Herrin, IL Machinists—1,000	16 cents 6/1/86	Deferred increase negotiated 5/26/84 (CWD July 1984); see CWD Dec. 1985.
Whirlpool Corp., St. Joseph Div. St. Joseph, MI Machinists—1,200	2.3 percent 5/1/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Whirlpool Corp., St. Joseph Div. St. Joseph, MI Machinists—1,200	10 to 28 cents 5/7/86	Deferred increase negotiated 5/5/85 (CWD June 1985); see CWD Dec. 1985.
TRANSPORTATION EQUIPMENT		
United Technologies, Hamilton Standard Div. Windsor Locks, CT Machinists—3,000	See next column 4/28/86	3-year agreement ratified 4/27/86 provided: $300 lump sum payment on 5/2/86, special wage payments equal to 3½ times W-2 earnings paid on or before 6/26/86 and 6/A25/87 and a 3 percent general wage increase on 4/25/88; current COLA of 53 cents an hour added to base rates and continued quarterly cost-of-living adjustment formula of 1 cent for each 0.16 percent movement in the BLS-CPI, $19-$24 month pension benefit rate, increasing to a range of $20-$25 effective 4/27/87; $10 month retirement supplement for employees age 62 or older with 25 years of service who retire between 7/1/87 and 9/30/87; $16 week employee maximum contribution to savings plan 7/1/86, increasing to $18 a week 7/1/87 and $20 a week 7/1/88; maintained medical and dental benefits in effect and updated fee schedule, minimum 5 days job posting for hourly employees; up to $1,500 retraining assitance for laid-off emloyees with 3-years of seniority; funeral leave extended to cover death of grandchildren; see CWD Apr. 1985.
Avco Corp., Lycoming Div. Stratford, CT Automobile Workers—2,550	7 cent decrease 5/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
General Dynamics Corp., Electric Boat Div. Groton, CT Metal Trades Council—12,000	4 percent 6/29/86	Deferred increase negotiated 12/84 (CWD Feb. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Westinghouse Air Brake Div. of American Standard, Inc. Wilmerding and Swissdale, PA Electrical Workers (UE-I)—2,800	5 cents decrease 5/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
Hayes International Corp. Birmingham, AL Automobile Workers—2,200	5 cents decrease 5/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
General Dynamics Corp., Fort Worth Div. Machinists—6,400	7 cents 5/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
General Dynamics Corp. (Data Systems Div.) Fort Worth, TX Office and Professional Employees—1,500	7 cents 5/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
Dana Corp., Weatherhead Div. Ohio and Indiana Automobile Workers—1,200	See next column 4/25/86	3-year agreement negotiated 4/86 provided: $600 bonus 4/25/86, 3 percent wage increase 4/6/87 and $500 bonus 4/4/88; 38 cents of the 43 cents COLA float factored into incentive, nonincentive and skilled trades base rates and 5 cents remains as a float; quarterly cost-of-living adjustment formula continued providing 1 cent for each 0.3-point movement in the BLS-CPI beginning 7/86; added 3 holidays, total 45 over-the-life of contract; improved pension; effective 5/1/87, new vision care program and hearing aid benefits; introduced dependent group life insurance coverage 1/1/87; surviving spouse health care coverage on or after 5/1/86; settlement preceded by 10-day strike; see CWD Feb. 1986.
Goodyear Aerospace Corp. Akron, OH Automobile Workers—1,450	2 cents 5/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
Huffy Corp. Celina, OH Steelworkers—1,700	25 cents 6/86	Deferred increase negotiated 6/84 (CWD Aug. 1984); see CWD June 1985.
Dana Corp. Fort Wayne, IN Allied Industrial Workers —1,650	8 cents 5/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
Howmet Corp. Whitehall, MI Automobile Workers—2,000	10 cents 6/86	Deferred increase negotiated 6/85 (CWD Aug. 1985).
A.O. Smith Corp. Milwaukee, WI Smith Steel Workers—4,000	2 cents 5/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
McDonnell Douglas Corp. St. Louis, MO Machinists—9,600	2 cents 5/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
Hughes Aircraft Co. Tucson, AZ Machinists—2,200	2 percent 6/86	Deferred increase negotiated 10/84 (CWD Dec. 1984); see CWD Feb. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Teledyne Industries, Inc., Ryan Aeronautical Div. San Diego, CA Automobile Workers—1,500	3 percent 3/17/86	3-year agreement negotiated in 1986 also provided: 3 percent 3/17/87 and 3/17/88; $1.07 hour COLA roll-in; cost-of-living adjustment formula frozen over the life of contract but guaranteed 3 cents quarterly cost-of-living adjustments beginning 4/86 through 1/89; 90 (was 60) days health and welfare eligibility requirement for new hires; first listing.
INSTRUMENTS AND RELATED PRODUCTS		
Xerox Corp. Rochester, NY Textile Workers—3,400	See next column 3/27/86	3-year agreement negotiated 3/27/86 provided: lump sum payments of $2,000 on 3/27/86 and $1,600 on 3/27/87 and a 2 percent wage increase on 3/27/88; quarterly COLA clause continued beginning second year of contract; guaranteed job security for employees hired after 3/17/86; see CWD Feb. 1986.
Robertshaw Controls Co. Long Beach, CA Automobile Workers—1,000	See next column 5/5/87	3-year agreement negotiated 5/4/86 also provided: wage increase of 3½ percent on 5/5/87 and 5/5/88; increased contribution to medical to $125.25 per month on 5/5/87 and $130.25 on 5/5/88 (was $120.25); $12 per month pension (was $11) for each year of service for all retirees; unreduced retirement at age 62 with 30 years of service (was reduced for retirement before age 65); see CWD May 1985.
MISCELLANEOUS MANUFACTURING		
National Association of Doll and Stuffed Toy Manufacturers New York, NY Novelty and Production Workers—2,000	20 cents 7/1/86	Deferred increase negotiated 7/1/85; 3-year agreement also provided 20 cents increase on 7/1/87; annual COLA clause continued; no previous listing.
Jewelry Mfrs. Assn. Inc. Associated Jewelers, Inc and Independent Firms New York, NY Service Employees—1,600	10.3 percent 3/1/86	Automatic cost-of-living adjustment; see CWD May 1985.
NONMANUFACTURING		
MINING		
Iron ore mining companies Various Steelworkers—3,000	4 cents 5/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
CONSTRUCTION		
Construction Industries of Massachusetts; Building Trades Employers Assn. of Boston and Eastern Massachusetts, Inc. and others Massachusetts Operating Engineers—3,000	50 cents 6/1/86	Deferred increase negotiated 6/10/85 (CWD July 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Construction Industries of Massachusetts, Inc., Labor Relations Div. (heavy and highway) Massachusetts Laborers—4,000	25 cents 6/1/86	Deferred increase negotiated 6/13/85 (CWD Aug. 1985).
Associated General Contractors of Massachusetts, Inc.; and Building Trades Employers Assn. of Boston and Eastern Massachusetts, Inc. (building agreement) Massachusetts Laborers—6,000	25 cents 6/1/86	Deferred increase negotiated 6/13/85 (CWD Aug. 1985).
Assn. of Master Painters and Decorators of the City of New York, Inc. New York, NY Painters—4,250	$1.00 6/1/86	Deferred increase negotiated 7/31/84 (CWD Oct. 1984).
Mechanical Contractors Assn. (steamfitters) New York, NY Plumbers—3,300	80 cents 6/25/86	Deferred increase negotiated 6/24/84 (CWD Aug. 1984); see CWD Jan. 1985.
Associated Bricklayers and Mason Contractors of Greater New York New York, NY Bricklayers—1,900	$1.46 6/1/86	Deferred increase negotiated 7/6/84 (CWD Aug. 1984); see CWD Jan. 1986.
Associated Brick Mason Contractors of Greater New York City and Building Contractors Assn. New York, NY Laborers—5,700	$1.14 6/1/86	Deferred increase negotiated 6/1/84 (CWD July 1984); see CWD Jan. 1986.
Associated General Contractors of America, Inc. Upstate New York Teamsters (Ind.)—2,000	65 cents 6/1/86	Deferred increase negotiated 5/85 (CWD July 1985).
Associated General Contractors of America, Inc. Upstate New York Operating Engineers—3,000	65 cents 6/1/86	Deferred increase negotiated 4/15/85 (CWD July 1985).
Associated General Contractors of America, Inc. Upstate New York Carpenters and Joiners—10,000	85 cents 6/1/86	Deferred increase negotiated 5/29/85 (CWD Aug. 1985).
Construction Employers of Hudson Valley, Inc. (building agreement) Newburgh, NY area Carpenters and Joiners	40 cents 6/1/86	Deferred increase negotiated 6/1/84 (CWD July 1984); see CWD Jan. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Building Contractors Association of New Jersey New Jersey Carpenters and Joiners—14,000	No wage change 5/1/86	1-year agreement negotiated 5/1/86; see CWD May 1984.
Central New Jersey Painting Contractors Association Central New Jersey Painters—1,000	80 cents 5/1/86	3-year agreement negotiated 5/1/86 also provided: cost-of-living clause established, providing for 4 percent minimum and 7 percent maximum annual adjustments; 15 cents hour to apprenticeship/training fund (was 10); see CWD May 1984.
Building Contractors of Southern New Jersey Southern New Jersey Carpenters and Joiners—2,200	No wage change 5/1/86	1-year agreement negotiated 2/85; see CWD May 1984.
Mechanical Contractors Assn. (steamfitters) Southeastern Pennsylvania (10 counties) Plumbers—2,400	80 cents 5/1/86	3-year agreement negotiated 5/1/86 also provided: $1.10 effective 5/1/87 and $1.20 on 5/1/88 with distribution between wages and benefits to be determined later; $1.75 hour to health and welfare fund (was $1.50); 12 cents hour to industry promotion fund (was 8); see CWD June 1985.
Contractors Association of Eastern Pennsylvania (29 counties) Eastern Pennsylvania Laborers—1,500	50 cents 5/1/86	2-year agreement negotiated 5/1/86 also provided: 10 cents effective 11/1/86, 50 cents 5/1/87, and 10 cents 11/1/87; $1.20 to health and welfare fund effective 11/1/86 (was $1.15) increasing to $1.30 on 11/1/87; 60 cents to pension fund effective 11/1/86 (was 50 cents), increasing to 65 cents on 11/1/87; see CWD Aug. 1983.
Mechanical Contractors Association (plumbers) Philadelphia, PA, area Plumbers—1,800	See next column 5/1/86	3-year agreement negotiated 5/1/86 provided: 50 cents increase for building trades and residential classifications, and 25 cents for jobbing classifications; $1.10 effective 5/1/87 and $1.20 on 5/1/88 with distribution between wages and benefit funds to be determined later; $1.65 hour to pension fund for building trades (was $2.00) and money purchase fund (like pension) of 70 cents established, $1.00 hour to pension fund for residential work (was $1.25) and 60 cents hour money purchase fund established; 10 cent to money purchase fund for jobbing classes; $2 hour to health and welfare fund for all classes (was $1.80); 14 cents to apprentice fund for jobbers (was 7); 12 cents to industry promotion fund (was 8); see CWD June 1985.
General Building Contractors Assn. and others Philadelphia, PA (5 counties) Laborers—5,000	75 cents 5/1/86	2-year agreement negoiated 5/1/86 also provided: 75 cents effective 5/1/87; see CWD June 1985.
Roofing and Sheet Metal Contractors Assn. Philadelphia, PA Roofers—1,700	5 cents 5/1/86	3-year agreement negotiated 5/86 also provided: 30 cents effective both 5/1/87 and 5/1/88, with distribution between wages and benefits to be determined later; $2.19 hour to health and welfare fund (was $2.04); $1.81 to pension fund (was $1.61); see CWD May 1984.
Contractors Association of Eastern Pennsylvania (heavy-highway agreement) Philadelphia, PA, area (5 counties) Laborers—2,500	75 cents 5/1/86	2-year agreement negotiated 5/1/86 also provided: 75 cents effective 5/1/87 with distribution between wages and benefits to be determined later; see CWD June 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Mechanical Contractors Assn. of Northeast Pennsylvania Scranton, PA, area Plumbers—1,100	65 cents 6/1/86	Deferred increase negotiated 6/15/84 (CWD Aug. 1984).
Construction Contractors Council—Associated General Contractors Labor Div., Inc. Washington, DC and parts of MD and VA Carpenters and Joiners—6,300	36 cents 5/1/86	2-year agreement negotiated 5/15/86 also provided: 21 cents effective 5/1/87; $1.31 hour to health and welfare fund (was $1.41), increasing back to $1.41 hour on 5/1/87; 80 cents hour to pension fund (was 60); see CWD Oct. 1985.
Associated General Contractors of America, Inc., and Contractors Employers of America Houston and Galveston, TX Iron Workers—1,000	See next column 4/1/86	1-year agreement negotiated 3/31/86 provided: no wage and benefit changes over contract term; see CWD July 1985.
Houston Sheet Metal Contractors Assn. Houston, TX Sheet Metal Workers—1,500	See next column 4/1/86	3-year agreement negotiated 4/10/86 provided: no immediate wage increase; 25 cents both on 4/1/87 and 4/1/88; 72 cents an hour to national pension fund on 10/1/86 (was 60); see CWD Jan. 1984.
Associated Building Contractors of Northern Ohio Northwest Ohio Carpenters and Joiners—1,800	60 cents 4/1/86	3-year agreement negotiated 4/30/86 also provided: 50 cents on both 4/1/87 and 4/1/88; 13 cents to apprenticeship fund (was 12); see CWD Aug. 1984.
Associated General Contractors of America, Inc. Akron, OH Carpenters and Joiners—950	$1.00 6/1/86	Deferred increase negotiated 5/84 (CWD Oct. 1984).
Construction League of Indianapolis, Inc., and Mason Contractors Assn. of Indianapolis Indiana Laborers—950	10 cents 6/1/86	Deferred increase negotiated 6/12/88 (CWD Jan. 1986).
Industrial Contractors and Builders Assn of Indiana, Inc.; and the Calumet Builders Assn., Inc. Indiana Laborers—1,700	20 cents 6/1/86	Deferred increase negotiated 6/12/85 (CWD Jan. 1986).
Calumet Builders Assn. and others Gary, IN Carpenters—1,100	50 cents 6/1/86	Deferred increase negotiated 7/23/85 (CWD Oct. 1985).
Building Contractors Assn. Indianapolis, IN Carpenters—1,600	25 cents 6/1/86	Deferred increase negotiated 8/15/85 (CWD Oct. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Mid-America Regional Bargaining Assn. (commercial and heavy industrial projects) Chicago, IL area Operating Engineers—2,500	30 cents 6/1/86	Deferred increase negotiated 7/19/84 (CWD Aug. 1984).
Electrical Contractors Assn. Chicago, IL Electrical Workers (IBEW)—8,100	$1.10 6/1/86	Deferred increase negotiated 2/24/85 (CWD Aug. 1985).
National Electrical Contractors Assn. Southeastern Michigan Electrical Workers (IBEW)—3,000	40 cents 6/1/86	Deferred increase negotiated 4/84 (CWD Aug. 1984); see CWD Jan. 1985.
Associated General Contractors of America, Inc. Detroit, MI Carpenters—4,250	75 cents 6/1/86	Deferred increase negotiated 5/1/85 (CWD July 1985).
Metropolitan Detroit Plumbing and Mechanical Contractors Assn. Inc.; Metropolitan Detroit Air Conditioning Contractors Assn. Assn. Detroit, MI Plumbers—1,850	$1.00 6/1/86	Deferred increase negotiated 6/85 (CWD Nov. 1985).
Sheet Metal Employers Assn. Detroit, MI, area Sheet Metal Workers—1,000	$1.00 6/1/86	Deferred increase negotiated 7/9/85 (CWD Nov. 1985); see CWD Jan. 1986.
Great Lakes Fabricators and Erectors (conveyor agreement) Detroit, MI Operating Engineers—1,200	75 cents 6/1/86	Deferred increase negotiated 6/5/85 (CWD July 1985).
Metropolitan Detroit Plumbing and Mechanical Contractors Assn., Inc. (plumbers) Detroit, MI Plumbers—1,800	$1.00 6/1/86	Deferred increase negotiated 6/85 (CWD Aug. 1985).
Great Lakes Fabricators and Erectors Assn.; Associated General Contractors Inc.; and Michigan Conveyor Manufacturers Assn. Detroit, MI Iron Workers—1,900	$1.05 6/1/86	Deferred increase negotiated 5/31/85 (CWD July 1985).
Associated General Contractors of America, Inc. Detroit, MI Laborers—1,150	60 cents 6/1/86	Deferred increase negotiated 6/12/86 (CWD July 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. Detroit, MI Operating Engineers—1,200	75 cents 6/1/86	Deferred increase negotiated 6/5/85 (CWD July 1985).
Wisconsin Road Builders Assn. Wisconsin Operating Engineers—1,800	60 cents 6/1/86	Deferred increase negotiated 5/4/85 (CWD July 1985).
Wisconsin Road Builders Assn. Wisconsin Laborers—1,000	40 cents 6/1/86	Deferred increase negotiated 4/24/85 (CWD Aug. 1985).
Wisconsin Road Builders Assn. Wisconsin Teamsters (Ind.)—1,000	15 cents 6/1/86	Deferred increase negotiated 4/24/85 (CWD Aug. 1985).
Associated General Contractors of America, Inc. Wisconsin Carpenters and Joiners—4,500	40 cents 6/1/86	Deferred increase negotiated 1/1/85 (CWD Feb. 1985).
Allied Construction Employers Assn., Inc.; Eastern Wisconsin Erectors Assn. Eastern Wisconsin Iron Workers—900	45 cents 6/1/86	Deferred increase negotiated 5/26/84 (CWD Aug. 1984).
Sheet Metal and Air Conditioning Contractors Assn. Milwaukee, WI Sheet Metal Workers—1,150	50 cents 6/1/86	Deferred increase negotiated 5/84 (CWD Aug. 1984).
Allied Construction Employers Assn., Inc. and independent contractors Milwaukee, WI Carpenters and Joiners—2,200	2 percent 6/1/86	Deferred increase negotiated 6/3/84 (CWD July 1984).
Allied Construction Employers Assn., Inc. and independent contractors Milwaukee, WI, area Laborers—1,500	2 percent 6/1/86	Deferred increase negotiated 6/2/84 (CWD July 1984).
National Electrical Contractors Assn. Milwaukee, WI Electrical Workers (IBEW)—1,300	87 cents 6/1/86	Deferred increase negotiated 3/85 (CWD July 1985).
Allied Construction Employers Assn., Inc. Milwaukee, WI Bricklayers—900	40 cents 6/1/86	Deferred increase negotiated 6/5/84 (CWD Aug. 1984).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Independent contractors (previously listed as Associated General Contractors of America, Inc.) Minnesota Operating Engineers—6,000	50 cents 5/1/86	3-year agreement negotiated 4/19/86 also provided: 40 cents on both 5/1/87 and 5/1/88; $1.20 hour to pension fund (was $1.10) on 5/1/87 and $1.30 hour on 5/1/88; see CWD Apr. 1984.
Associated General Contractors of America, Inc. Minnesota Iron Workers—1,260	45 cents 5/1/86	3-year agreement negotiated 4/21/86 also provided: 50 cents on both 5/1/87 and 5/1/88; with distribution between wages and benefits to be determined later; 9 cents hour to apprenticeship fund (was 4); see CWD Apr. 1984.
Associated General Contractors of America, Inc. (building agreement) Minnesota Operating Engineers—1,800	50 cents 5/1/86	3-year agreement negotiated 1/25/86 also provided: 40 cents on both 5/1/87 and 5/1/88; $1.20 hour to pension fund (was $1.10) on 5/1/87 and $1.30 on 5/1/88; see CWD Apr. 1984.
Associated General Contractors of America, Inc. Minnesota Laborers—4,500	25 cents 5/1-/86	3-year agreement negotiated 4/21/86 also provided: 20 cents on 5/1/87 and 25 cents on 5/1/88; 45 cents an hour to vacation fund (was 40) increasing to 50 cents on 5/1/87 and to 55 cents on 5/1/88; $1.30 an hour to health and welfare fund (was $1.25) increasing to $1.35 on 5/1/87 and to $1.40 on 5/1/88; $1.50 an hour to pension fund (was $.145) increasing to $1.60 on 5/1/87 and to $1.65 on 5/1/88; see CWD Apr. 1984.
Associated General Contractors of America, Inc. (metro building agreement) Minnesota Laborers—4,500	25 cents 5/1/86	3-year agreement negotiated 3/26/86 also provided: 20 cents on 5/1/87 and 25 cents on 5/1/88; 45 cents an hour to vacation fund (was 40) increasing to 50 cents on 5/1/87 and to 55 cents on 5/1/88; $1.30 hour to health and welfare fund (was $1.25) increasing to $1.35 on 5/1/87 and to $1.40 on 5/1/88; $1.50 hour to pension fund (was $1.45) increasing to $1.60 and $1.65 on 5/1/87 and 5/1/88, respectively; see CWD June 1984.
Associated General Contractors of Amerca, Inc.; Minnesota Masonry Contractors Assn.; and independent companies Minneapolis-St. Paul, MN area (10 counties) Bricklayers—1,850	50 cents 5/1/86	3-year agreement negotiated 2/15/86 also provided: 50 cents on both 5/1/87 and 5/1/88, with distribution between wages and benefits to be determined later; see CWD Apr. 1984.
Associated General Contractors of America, Inc., Minneapolis St. Paul Builders Div. Minneapolis—St. Paul, MN Carpenters and Joiners—4,000	50 cents 5/1/86	3-year agreement negotiated 2/28/86 also provided: 50 cents on both 5/1/87 and 5/1/88, with distribution between wages and benefits to be determined later; see CWD Apr. 1984.
Contract Administration Fund of Northeastern Colorado; Refrigeration and Air Conditioning Contractors Assn. (plumbers and pipefitters) Denver, CO Plumbers—1,400	$1.00 6/1/86	Deferred increase negotiated 4/1/85 (CWD Aug. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Builders Assn. of Missouri Eastern and Central Missouri Laborers—900	No wage change 4/1/86	3-year agreement negotiated 4/4/86 also provided: 15 cents on both 4/1/87 and 4/1/88; 80 cents to pension fund (was 60); 10 cents to apprenticeship fund (was 5); see CWD Apr. 1985.
Builders Assn. of Missouri Kansas City, MO Laborers—4,000	55 cents 4/4/86	2-year agreement negotiated 4/26/86 also provided: 45 cents on 4/1/87; see CWD July 1983.
National Electrical Contractors Assn. (commerical agreement) Portland, OR Electrical Workers (IBEW) —1,500	35 cents 1/1/86	3-year agreement negotiated 11/13/85 also provided: 65 cents on 1/1/87 and 50 cents on 1/1/88; $2.25 to pension fund on 1/1/88 (was $2.00); 25 cents to training fund (was 13) increasing to 35 cents on 1/1/87; eliminated industry fund (was 1 percent); see CWD Jan. 1984.
Associated General Contractors of America Inc., and independent companies Arizona Laborers—4,000	4 percent 6/1/86	Deferred increase negotiated 3/27/86 (CWD May 1986).
Associated General Contractors of America, Inc. Arizona Operating Engineers—6,000	See next column 2/1/86	28-month agreement negotiated 4/6/86 provided: no immediate increases; 32-52 cents cents on 6/1/86 and 42-63 cents on 6/1/87; see CWD July 1984.
Associated General Contractors of America, Inc. and independent companies (heavy-highway) Arizona Carpenters and Joiners—2,000	71 cents 6/1/86	Deferred increase negotiated 3/31/86 (CWD May 1986).
Associated General Contractors of America, Inc. (outside agreement) Northern California Laborers—12,000	65 cents 6/30/86	Deferred increase negotiated 3/31/86 (CWD May 1986).
Associated General Contractors of America, Inc., and California Concrete Contractors Assn. 46 Northern and Central California counties Cement mason—4,600	86 cents 6/16/86	Deferred increase negotiated 1/86 (CWD May 1986).
National Electrical Contractors Assn. Santa Clara County, CA Electrical Workers (IBEW) —2,000	$1.30 6/1/86	Deferred increase negotiated 5/1/85 (CWD July 1985).
Associated General Contractors San Diego, CA Operating Engineers—2,300	65 cents of America, Inc.	Deferred increase negoiated 6/19/85 (CWD Aug. 1985). 6/16/86

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
National Electrical Contractors Assn. Alameda County, CA Electrical Workers (IBEW) —1,200	$1.00 6/26/86	Deferred increase negotiated 6/26/85 (CWD Oct. 1985).
TRANSPORTATION AND PUBLIC UTILITIES		
National Automobile Transporters Agreement National Teamsters (Ind.)—21,000	See next column 6/1/86	Deferred increase negotiated 9/85 (CWD Nov. 1985) of 60 cents an hour, 3.5 cents per loaded mile, 1.75 cents per running mile, and 5 percent to flat zone rates (increases differed in some areas); see CWD Nov. 1985.
New England Electric System Massachusetts, New Hampshire and Rhode Island Electrical Workers (IBEW) —1,200, Utility Workers —525, and Utility Workers of New England—1,600	4.3 percent 3/12/86	3-year agreement negotiated 3/86 also provided: 4.2 percent 3/87 and 4.1 percent 3/88; see wage highlights for additional settlement details; first listing.
Central Maine Power Co. Augusta, ME Electrical Workers (IBEW) —1,000	4.25 percent 5/1/86	3-year agreement negotiated 5/86 also provided: 4.25 percent 5/1/87 and 4.1 percent 5/88; new 401(K) plan; see CWD May 1985.
Transit Authority Boston, MA Amalgamated Transit Union —3,500	2.5 percent 6/26/86	Deferred increase negotiated 8/12/85 (CWD Nov. 1985); see CWD Feb. 1986.
Garment industry trucking assns. New York-New Jersey area Ladies' Garment Workers —2,200	$12 a week 6/1/86	Deferred increase negotiated 8/85 (CWD Nov. 1985).
Philadelphia Gas Works Philadelphia, PA Service Employees—2,000	4.5 percent 4/8/86	3-percent agreement ratified 4/10/86 also provided: 4.5 percent increases 4/87 and 4/88; 45 cents hour 2d and 50 cents 3d shift differentials 4/86 (were 40 and 45 cents) increasing to 50 and 55 cents 3d year; $1.45 hour Sunday bonus (was $1.40) increasing to $1.50 3d year; 100 percent company financing of health care program and adoption of new Blue Cross program with cost-containment features; $4 (was $3.50) meal allowance increasing to $4.50 3d year; 8 cents (was 7) contribution to legal services fund; see CWD Apr. 1985.
West Penn Power Co. Western and North Central Pennsylvania Utility Workers—1,100	4½ percent 5/1/86	3-year agreement 5/86 also provided: 4 percent 5/1/87 and wage reopening provision 5/1/88; 44 cents shift differentials (was 40) 5/1/86 increasing to 48 cents 5/1/88; added a personal conveniece day 5/1/88; bereavement leave allowed for grandparents 5/1/86; increased contribution to hospitalization 5/1/88; improved long term disability plan; see CWD June 1985.
Potomac Electric Power Co. Washington, DCarea Electrical Workers (IBEW) —3,300	4.5 percent 6/86	Deferred increase negotiated 8/85 (CWD Oct. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
General Telephone Co. of Kentucky Lexington, KY Communications Workers —1,400	0-44 cents 5/25/86	Deferred increase negotiated 6/85 (CWD Nov. 1985).
The East Ohio Gas Co. Northeastern Ohio Service Employees—1,900	53.99 cents 6/86	Deferred increase negotiated 6/85 (CWD Aug. 1985).
Cincinnati Gas & Electric Co. Cincinnati, OH Independent Utilities Union —1,150	See next column 3/22/86	3-year agreement ratified 4/9/86 provided: 4 percent general wage increase retroactive to 3/24/86; guaranteed 3 percent plus quarterly cost-of-living adjustments of $2 per week for every 1 percent rise in the BLS-CPI in excess of the 3 percent in 2d year and wage reopening provision 3d year; 65 cents 2d and 70 cents 3d shift differentials (were 60 and 65 cents); 2 personal holidays (was 1); 3 weeks' paid vacation after 8 years service (was 10); new Blue Cross/Blue Shield plan with $500 yearly maximum deductible per family (was $100 per person covered) and three health maintenance organizations offered (was one); see CWD Apr. 1985.
Northern Indiana Public Service Co. (physical and clerical employees) Hammond, IN Steelworkers—3,700	2 percent 6/86	Deferred increase negotiated 1/84 (CWD July 1984); see CWD June 1985.
Chicago Transit Authority Chicago, IL Amalgamated Transit Union —11,000	30 cents 6/1/86	Deferred increase negotiated 1/85 (CWD Mar. 1985); see CWD Dec. 1985.
Detroit Edison Co. Southeastern Michigan Utility Workers	39.5 cents 6/86	Deferred increase negotiated 7/84 (CWD Sept. 1984); see CWD Apr. 1986.
General Telephone Co. of Michigan Muskegan, MI Electrical Workers (IBEW) —f2,350	3 percent 6/86	Deferred increase negotiated 7/85 (CWD Oct. 1985).
Milwaukee Transport Service Milwaukee, WI Amalgamated Transit Union —1,500	1 cent 4/1/86	Automatic quarterly cost-of-living adjustment; previously received 5 cents cost-of-living adjustment 1/1/86; see CWD Jan. 1986.
Wisconsin Power and Light Co. Madison, WI Electrical Workers (IBEW) —1,800	4.5 percent 6/86	Deferred increase negotiated 6/84 (CWD Aug. 1984); see CWD June 1985.
Phoenix Salt River Project Agreement Phoenix, AZ Electrical Workers (IBEW) —3,500	10-40 cents 6/1/86	Deferred increase negotiated 12/10/84 (CWD Feb. 1985); see CWD June 1985.

Continued—Selected wage and benefit changes

WHOLESALE AND RETAIL TRADE

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
A&P Tea Co. MA, CT, VT and NH United Food and Commercial Workers—1,500	14.6 cents (average) 6/28/86	Deferred increase negotiated 11/10/85 (CWD Dec. 1985).
Food Mart/Walbaums Massachusetts and Connecticut United Food and Commercial Workers—3,100	12.6 cents (average) 6/16/86	Deferred increase negotiated 6/16/85 (CWD July 1985); see CWD Dec. 1985.
Almacs, Inc. Rhode Island and Massachusetts United Food and Commercial Workers—3,000	35 cents 6/1/86	Deferred increase negotiated 6/2/85 (CWD July 1985).
Greater New York Assn. of Meat and Poultry Dealers, Inc. New York, NY, area United Food and Commercial Workers—2,100	4.1 percent 4/30/86	Postponement of increase originally scheduled for 4/30/85 under unscheduled wage reopener in 1/85; also extending contract expiration date one year to 4/30/87; see CWD April 1985.
Gimbel Brothers, Inc. New York, NY, area Retail, Wholesale, and Department Store—4,000	$8 week 6/1/86	Deferred increase negotiated 6/12/85 (CWD July 1985); see CWD Jan. 1986.
Chain and independent food stores New York, NY United Food and Commercial Workers—12,000	28.1 cents (average) 6/23/86	Deferred increase negotiated 7/2/85 (CWD Sept. 1985); see CWD Dec. 1985.
New York-Bronx Retail Meat and Food Dealers, Inc. New York, NY United Food and Commercial Workers—1,600	40.4 cents (average) 6/1/86	Deferred increase negotiated 1/9/84 (CWD Mar. 1984); see CWD Dec. 1985.
Bradless Merchantile, Div. of Stop and Shop Companies, Inc. New Jersey United Food and Commercial Workers—2,500	15 cents 6/16/86	Deferred increase negotiated 10/20/85 (CWD Dec. 1985).
Acme Food Stores Baltimore, MD United Food and Commercial Workers—2,000	40 cents 6/9/86	Deferred increase negotiated 7/16/84 (CWD Aug. 1984); see CWD June 1985.
Chain food stores Southern Illinois United Food and Commercial Workers—1,000	35 cent decrease in top rates only 11/24/85	3-year agreement negotiated 11/19/85 also provided: 30 cent decrease in top rates on 11/23/86; lump sum payouts of 35 cents times hours worked in 1984 to be distributed as follows: 50 percent in 11/86, 25 percent in 12/87 and 25 25 percent in 12/88; 76 cents (was 85 cents) to health and welfare; health and welfare benefit reopeners on 8/1/86 and 8/1/87; for more details see Wage Highlights in the Feb. 1986 issue.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Chicago Beer Wholesalers Assn. Chicago, IL Teamsters (Ind.)—1,000	See next column 5/1/86	3-year agreement negotiated 5/3/86 provided: no wage changes over the contract life; overtime after 40 hours week (was after 8 hours a day); see CWD May 1985.
Minneapolis Automotive Dealers Assn. (garage employees) Minneapolis, MN Teamsters (Ind.)—1,600	3 percent 4/16/86	3-year agreement negotiated 4/15/86 also provided: 3 percent on 4/16/87 and 3.5 percent on 4/16/88; $595 month (was $530 maximum pension); established 3 days' funeral leave for death in immediate family; see CWD Apr. 1985.
Chain and independent food stores (grocery and produce departments) St. Paul, MN United Food and Commercial Workers—2,550	See next column 3/6/86	3-year agreement negotiated 5/13/86 provided: no wage change first year; 3 percent to full time workers only on 3/6/87; 3 percent lump sum based on 1986 hours payable to part-time employees on 3/6/87 and 9/6/87, 3 percent lump sum payment based on 1987 hours payable to all employees on 3/6/88 and 9/6/88; benefit level maintained; see CWD Mar. 1985.
Kroger and National Superstores St. Louis, MO, area (on Illinois side of Mississippi river) United Food and Commercial	See next column 5/16/86	3-year agreement negotiated 5/16/86 provided: 10 cents for lower rates and 35 cent decrease for top rates, 30 cents decrease for top rates on 5/17/87; 3 percent lump sum payments based on prior years' earnings paid in 1/87, 1/88, and 1/89; benefit levels maintained; see Wage Highlights in Feb. 1986 issue for similar contract in Southern IL; new listing.
Chain food stores St. Louis, MO United Food and Commercial Workers—1,500	See next column 4/1/86	2-year agreement resulting from benefit reopener provides no change in benefits and benefit reopener on 4/1/87; see CWD July 1985.
Chain food stores St. Louis, MO United Food and Commercial Workers—7,500	30 cent decrease for highest paid workers 6/16/86	Deferred decrease negotiated 6/13/85 (CWD July 1985).
Chain and independent food stores Spokane, WA United Food and Commercial Workers—1,500	20 cents plus 15 cents guaranteed COLA 6/1/86	Increases negotiated 12/19/84 (CWD Feb. 1985); see CWD Dec. 1985.
Industrial Employers and Distributiors Assn., San Francisco Employers' Council, United Employers, and independent companies Central and Northern California Teamsters (Ind.) and Longshoremen (ILWU-Ind.)—25,000	12 cents 6/1/86	Deferred increase negotiated 6/2/85 (CWD July 1985).
Food Employers Council of Northern California (Valley agreement) Northern California United Food and Commercial Workers—16,000	See next column 3/1/86	3-year agreement negotiated 4/11/86 provided: same terms as reported for Food Employers Council of Northern California (Bay Area agreement—see CWD April 1986); see CWD Mar. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Macy's and Emporium department stores San Francisco Bay Area, CA United Food and Commercial Workers—3,200	30 cents 6/1/86	Deferred increase negotiated 8/19/84 (CWD Nov. 1984); see CWD June 1985.
FINANCE, INSURANCE, AND REAL ESTATE		
Realty Advisory Board on Labor Relations (apartment agreement) New York, NY Service Employees—30,000	50 cents 4/21/86	Deferred increase negotiated 4/21/85 (CWD July 1985).
SERVICES		
Wrentham State School (professional employees) Wrentham, MA State, County and Municipal Employees—1,950	4 percent 6/29/86	2-year agreement ratified also provided: 4 percent wage increase on 6/28/87; upgraded social workers (except those at the entry level) by 3 pay steps; extended maternity leave to include part-time employees; $4 week per employees State contribution to health and welfare fund (was $1 week); established a child care committee; first listing.
Teachers Bridgeport, CT Bridgeport Connecticut Education Association (NEA-I)—1,100	No immediate salary change	2-year agreement negotiated 3/4/86 but not effective until current contract expires on 6/30/86 provides: 10.5 percent wage increase on 9/1/86 and 10.9 percent on 9/1/87; 20 minute increase in instructional time; see CWD May 1986.
Teachers Stamford, CT Stamford Education Association (NEA-I)—1,300	See next column 2/20/86	3-year arbitration award of 2/20/86 but not effective until current contract expires on 6/30/86 provides: wage increases of 10.4 percent on 7/1/86 and 9.9 percent on both 7/1/87 and 7/1/88; $100 major medical deductible for single coverage (was $50) and $200 for family (was $100); $65.28 a year per teacher employer contribution towards life insurance (was $59); discontinued $500 yearly stipend for social workers, now compensated at the 6th year level of the salary schedule; first listing.
Teachers Okaloosa County, FL National Education Association (Ind.)—1,500	4.12 percent retroactive to 8/15/85	3-year agreement imposed by the school board on 4/86 resulted in a wage and benefit reopening on both 4/1/86 and 4/1/87; first listing.
Board of Education (clerical) Volusia County, FL State, County, and Municipal Employees—1,000	See next column 10/12/85	2-year agreement ratified 10/12/85 also provided: 7.23 percent wage increase retroactive to 7/1/85; wage and benefit reopening on 4/1/86; first listing.
Teacher assistants Orleans Parish, LA United Teachers of New Orleans (AFT)—4,800	See next column 3/17/86	On 3/17/86, under a scheduled wage and benefit reopening of a 3-year agreement due to expire on 6/30/86, the parties extended the agreement for one year with the following change: 7 percent wage increase (contingent on property tax increase) on 1/1/87; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Greater Milwaukee Hotel-Motel Assn. Milwaukee, WI, area Hotel Employees and Restaurant Employees —1,100	10 cents for tipped employees, 20 cents nontipped 6/16/86	Deferred increase negotiated 6/12/85 (CWD Sept. 1985).
Teachers Wichita, KS National Education Association (Ind.)—2,950	No immediate salary change	On 5/5/86, under a scheduled wage and benefit reopening of a 2-year agreement scheduled to expire on 7/31/87, the parties modified the agreement as follows: 2.5 percent wage increase effective 9/1/86; see CWD Sept. 1985.
Seattle Community College (faculty) Seattle, WA State Community College Federation of Teachers (AFT) —1,500	No salary change 5/86	Negotiated in 5/86 under a wage reopening of a 2-year agreement scheduled to expire on 8/31/87; see CWD Dec. 1985.
Fairview Hospital Training Center Salem, OR State, County and Municipal Employees (formerly represented by Teamsters) —1,200	5 percent retroactive to 12/1/85	15-month agreement negotiated 3/12/86 also provided: 3 percent wage increase on 7/1/86; effective 12/1/85, 6 percent increase in employer payments for health and dental insurance (was $141.83 per month) and 6 percent increase on 7/1/86; first listing.
Council of Hawaii Hotels (sometimes referred to as "neighbor islands agreement") Hawaii Longshoremen (ILWU) —7,000	5 percent 6/1/86	Deferred increase negotiated 6/15/84 (CWD Aug. 1984); see CWD Dec. 1985.
PUBLIC ADMINISTRATION		
State employees Vermont Vermont State Employees Association—6,000	6.9 percent 7/1/86	2-year agreement negotiated 4/86 also provided: 6.5 percent effective 7/1/87; annual leave accrual rate improved—includes 1¾ days per month for those with 20 years of service and 2 days per month for those with 30 years or more; vision care program established effective 1/1/88; tuition reimbursement program standardized to provide 50 percent payment for job related courses (previously each department had its own program); see CWD July 1985.
City employees (general) Oyster Bay, NY State, County, and Municipal Employees—1,150	6.25 percent retroactive to 12/231/85	3-year agreement negotiated 4/18/86 also provided: 6.25 percent wage increase on 12/31/86 and 6.5 percent on 12/31/87; $325 lump-sum bonus during the 1st and 2d year of the contract and $350 during the 3d year for employees hired prior to 1977; $100 longevity payment during each year of the contract for employees with 15-years or more service; 13th paid holiday, Martin Luther King Jr's birthday; employees hired prior to 1/20/86 receive one compensatory day during the 1986 and all others receive one day during the 1987; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
County employees (general) Rensselaer County, NY State, County and Municipal Employees—1,400	4.5 percent retroactive to 1/1/86	2-year agreement negotiated 4/8/86 also provided: 1.5 percent wage increase on 7/1/86, 5 percent on 1/1/87 and 1.75 percent on 7/1/87; effective 1/1/86, longevity payments increased to $560 after 15 years (was $260), $610 after 20 years, $660 after 25 years, $710 after 30 years, $860 after 35 years and $1,000 after 40 years; weekend shift differential modified to include compensatory time; county's contribution for dental insurance increased to 85 percent; first listing.
Board of Freeholders Burlington County, NJ New Jersey Civil Service Association (Ind.)—1,100	7 percent retroactive to 1/1/86	3-year agreement negotiated 3/86 also provided: 6 percent wage increase on both 1/1/87 and 1/1/88; longevity payments discontinued, effective 9/1/86—step increases will be determined by merit (increases will vary according to rating with unsatisfactory employees not receiving an increases); 21 cents per mile transportation allowance (was 18); modified vacations as follows: 12 days after 1 but less than 5 years (was 1 but less than 10), 15 days after 5 but less than 11 years (was 10 but less than 15) and 20 days after 12 years (was 15); effective 1/1/86 health insurance fully paid by the county for 30 days while employee is on sick leave if sick leave is exhausted; effective 1/1/86; $100 maximum reimbursement for prescription drugs and vision care; established disability payments on 1/1/86; effective 7/1/88, county will fully finance health insurance for employees who retire with 25 years service; first listing.
Middlesex County Roads and Parks (blue and white collar employees) New Brunswick, NJ New Jersey Civil Service Associations (Ind.)—1,200	0.5 percent 6/22/86	Deferred increase negotiated 6/21/85 (CWD Jan. 1986).
State employees (first level supervisors) Pennsylvania State, County and Municipal Employees—4,500	See next column	3-year agreement negotiated 7/12/85 also provided: 32 cents or 3 percent (whichever is greater) on 7/1/85, 33 cents or 3 percent (whichever is greater) on 7/1/86, and on 7/1/87; 10 paid holidays (was 12-dropped general and primary election days); 5 personal leave days for employees hired prior to 7/1/85 (was 4) and 3 for those hired on or after 7/1/85; use of sick leave for bereavement reduced to 13 days (was 15.6); reduced vacations for employees hired after 7/1/85 $4,000 life insurance (was $20,000); 25 cents hour State contribution to health and welfare (was 22) increasing to 27 cents on 7/1/86, and contract reopening on 7/1/87 for additional funding; hospital and medical insurance capped at $1,650 for employee during 1st and 2d year of contract, and reopening for negotiation of amount in 3d year; first listing.
Police Memphis, TN Memphis Police Association —1,100	See next column	3-year agreement negotiated 4/15/86 provided: wage increases of 3 percent on 7/1/86, 7/1/87 and 7/1/88; first listing.
Firefighters Memphis, TN International Association of Firefighters—1,250	See next column 7/1/86	3-year agreement negotiated 4/7/86 also provided: 3 percent across the board wage increases on 7/1/86, 7/1/87 and 7/1/88; see CWD July 1985.
City employees (general) Memphis, TN State, County and Municipal Employees—1,900	See next column	3-percent negotiated 4/11/86 provided: 3 percent wage increases on 7/1/86, 7/1/87 and 7/1/88; CWD Aug. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
Firefighters Chicago, IL International Association of Firefighters—4,800	See next column	4-year arbitration decision issued on 3/13/86 and retroactive to 1/1/84 provided: no wage change in 1984, 4 percent increase on 1/1/85, 1.01 percent on 9/1/85, 5 percent on 1/1/86, and 4.5 percent on 1/1/87; 44.8 scheduled weekly hours for platoon sergeants (was 46.7); vacations modified as follows: 12 days (was 10) after 1-year of service for employees on a 24 hour schedule, 5 weeks (was 4) after 1-9 years service and 6 weeks (was 5) after 10 years or more for employees on a 40-hour week; 13th paid holiday, Pulaski day; four person crews (was 5); maximum of 15 employees can work in higher or lower classifications (previously not allowed); $10,000 life insurance effective 1/1/86 (was $5,000) increasing to $15,000 on 1/1/87; first listing.
State employees (human services and administrative support) Michigan Automobile Workers—21,000	22 cents 4/1/86	2-year agreement negotiated 1/86 also provided: 5 percent effective 10/1/86; hearing care program established; employer to pay 95 percent of health premium cost and 100 percent of vision cost effective 10/1/86; first listing.
State employees (labor, trades, safety and regulatory unit) Michigan Michigan State Employees Association—5,000	22 cents 4/1/86	3-year agreement negotiated 1/86 also provided: 5 percent effective 10/1/86 and 3 percent 10/1/87; hearing care program added to health plan; first listing.
County employees (general) Kent County, MI Various (Ind.)—1,800	4.5 percent retroactive to 1/1/86	3-year agreement ratified 5/7/86 also provided: 4 percent wage increase on both 1/1/87 and 1/1/88; $11 flat sum premium on call pay (previously, pay varied according to classification and was applicable to select groups of employees); modified vacations as follows: 3 weeks after 8-10 years services, 3 weeks plus 1 day after 11 years, 3 weeks plus 2 days after 12 years, 3 weeks plus 3 days after 13 years, 3 weeks plus 4 days after 14 years, and 4 weeks after 15 years or more (was 3 weeks maximum); included Martin Luther King Jr's birthday as a paid holiday and dropped Good Friday (half-day); $1,000 flat sum for 30 days' unused sick leave at retirement; improved dental insurance to include orthodontic care; first listing.
City employees (general) Alburquerque, NM State, County and Municipal Employees—1,100	5.5 percent 6/1/86	Deferred increase negotiated 2/1/85 (CWD Mar. 1985).
Anaheim stadium and convention (blue-collar) Anaheim, CA Hospital and Service Employees (SEIU)—1,100	27 cents for stadium employees and 42 cents for convention employees retroactive to 2/14/86	3-year agreement ratified 4/16/86 also provided: 22 cents wage increase on 2/13/87 and 20 cents on 2/12/88; employees hired after 3/18/86 receive 50 cents below the starting rate for the first 400 hours of work (was 200 hours of work); established 15 cents per hour premium pay for sweepers using scrubmobiles and power sweepers; employer fully-financed health insurance effective 4/1/86 (previously paid $38.17 per month per employee with $55 cap) for full-time employees; effective 4/1/86, part-time employees on a 30-hour week or less schedule receive full city-financed insurance until 2/12/88, at which time benefits will terminate for part-time workers with less than a 30-hour week schedule; first listing.
Firefighters Los Angeles, CA International Association of Firefighters—2,000	4 percent retroactive to 7/1/85	2-year agreement negotiated 3/27/86 also provided: 4 percent wage increase effective 7/1/86; 13th paid holiday, Martin Luther King Jr's birthday; established 50 cents hour premium pay for firemen responding to hazardous material fires; established time and one-half payment for overtime (was straight-time); first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
County employees (general) Ventura, CA **Public Employees Association of Ventura County (Ind.)** —3,600	4 percent 6/29/86	Deferred increase negotiated 10/25/84 (CWD Aug. 1985); see CWD Nov. 1985.

Table 1. Work stoppages involving 1,000 workers or more, 1947 to date[1]

Month and year	Number of stoppages		Workers involved		Days idle	
	Beginning in month or year	In effect during month or year	Beginning in month or year (thousands)	In effect during month or year (thousands)	Number (thousands)	Percent of estimated working time[2]
1947	270	-	1,629	-	25,720	0.22
1948	245	-	1,435	-	26,127	.38
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,180	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1.031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,567	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981	145	-	729	-	16,908	.07
1982	96	-	656	-	9,061	.04
1983	81	-	909	-	17,461	.08
1984	62	-	376	-	8,499	.04
1985	54	-	324	-	7,079	.03
1985: January	2	9	4.7	16.0	278.3	.01
February	4	10	29.3	39.8	259.3	.01
March	4	12	15.2	48.2	698.5	.03
April	3	8	6.2	14.8	222.1	.01
May	2	8	6.9	15.1	236.6	.01
June	2	8	15.7	28.5	454.3	.02
July	9	13	50.1	56.9	476.5	.02
August	6	18	15.3	66.8	810.8	.04
September	11	20	69.5	93.9	863.8	.04
October	6	20	76.6	119.3	1,428.8	.06
November	3	13	26.2	47.0	688.2	.04
December	2	9	8.2	38.0	661.9	.03
1986p: January	4	7	7.6	12.0	170.0	.01
February	3	7	24.0	28.4	309.5	.02
March	3	9	12.3	39.7	390.6	.02
April	4	9	7.2	18.7	321.5	.02
May	4	9	25.6	38.2	360.1	.02

[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time: private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in " 'Total Economy' Measure of Strike Idleness," ***Monthly Labor Review,*** October 1968, pp. 54-56.

p = preliminary.

Table 2. Work stoppages involving 1,000 workers or more during May 1986

Organization involved and location [1]	Beginning date	Ending date	Number of workers[2]	Days of idleness during May
George A. Hormel Company Austin, MI Food and Commercial Workers	8/10/85			
Watsonville Canning and Frozen Food Warehouse and Robert A. Shaw [4] Watsonville, CA Teamsters (Ind.)	9/9/85		1,000	22,000
Disneyland Hotels Anaheim, CA Hotel and Restaurant	3/2/86		1,100	11,000
Trans World Airlines Nationwide Flight Attendants	3/7/86	5/17/86	6,000	72,000
Appalachian Regional Hospitals (9) West VA and KY Steelworkers	4/1/86		1,900	39,900
Hoover Company Canton, OH Electrical (IBEW)	4/20/86	5/4/86	2,600	5,200
Santa Fe Railroad Chicago, IL Transportation Union	5/3/86	5/8/86	20,000	160,000
Boston Edison Company Boston, MA Utility Workers	5/16/86		3,000	33,000
James River Corp. Green Bay, WI Paperworkers	5/20/86	5/30/86	1,000	9,000
Entenmann's Bakery, Inc. Bay Shore, NY Bakery Workers	5/25/86	6/1/86	1,600	8,000
Stoppages beginning in May:	4 stoppages		25,600	
Stoppages in effect in May:	9 stoppages		38,200	360,100

[1] Labor organizations are affiliated with AFL-CIO except where noted a independent (Ind.).

[2] The number of workers involved is rounded to the nearest hundred.

[3] Less than 1,000 idle.

[4] Robert A. Shaw settled 2/18.

Major Agreements Expiring in July

Employer and location	Industry or activity	Labor organization[1]	Number of workers
Private			
Kennecott Copper Corp. (Interstate)	Mining	Steelworkers	4,600
Magma Copper Co. (Superior, AZ)	Mining	Steelworkers	2,800
Inspiration Consolidated Copper Co. (Arizona)	Mining	Various unions	1,000
Associated General Contractors of California, Inc., and 2 others (California)	Construction	Carpenters	20,000
Associated General Contractors of California, Inc., and 2 others (California)	Construction	Laborers	15,000
Associated General Contractors, San Diego Chapter and 1 other (California)	Construction	Laborers	4,000
Associated General Contractors (Alaska)	Construction	Operating Engineers	6,300
Associated General Contractors and others, Northern California (California)	Construction	Laborers	15,000
Associated General Contractors of California, Inc., Northern California (California)	Construction	Plasterers and Cement Masons	4,000
Building Industry Association and 2 others, Northern California (California)	Construction	Carpenters	16,000
Associated General Contractors and 2 others, Southern California (California)	Construction	Carpenters	13,000
Residential Contractors Employers Council (Chicago, IL)	Construction	Carpenters	12,000
Michigan Road Builders Association (Michigan)	Construction	Operating Engineers	6,500
Associated General Contractors of California, Inc., 46 Northern California counties (California)	Construction	Carpenters	15,000
Associated General Contractors of California, Inc., Northern California (California)	Construction	Operating Engineers	12,000
Associated General Contractors of California, Inc., Northern California (California)	Construction	Teamsters (Ind.)	2,400
Associated General Contractors, Southern California Chapter (California)	Construction	Plasterers and Cement Masons	4,100
Highway Contractors Inc. (Kentucky)	Construction	Carpenters	5,500
New York Electrical Contractors Association (New York, NY)	Construction	Electrical Workers (IBEW)	10,000
California Conference of Mason Contractors Association, bricktenders (California)	Construction	Laborers	2,000
Plumbing and Piping Industry Council (Los Angeles, CA)	Construction	Plumbers	11,000
Sheet Metal and Air Conditioning Contractors and 1 other, Los Angeles Chapter (California)	Construction	Sheet Metal Workers	2,400
Associated General Contractors and others (California and Nevada)	Construction	Iron Workers	10,000
Mechanical Contractors Council of Central California (California)	Construction	Plumbers	2,000
Painting and Decorating Contractors Association (Seattle, WA)	Construction	Painters	2,500
San Francisco Newspaper Publishers Association (California)	Printing and publishing	Newspaper Guild	1,000
Celanese Corp. of America, Fibers division (Virginia)	Chemicals	Clothing Workers	4,000
Asarco, Inc. (Interstate)	Primary Metals	Various unions	3,000
American Standard Inc. (Louisville, KY)	Fabricated metal products	Standard Allied Trades Council	1,250
Master Lock Co. (Milwaukee, WI)	Fabricated metal products	Auto Workers	1,000
Western Steel Council (San Francisco, CA)	Fabricated metal products	Iron Workers	1,000
Aluminum Co. of America (Cleveland, OH)	Fabricated metal products	Auto Workers	1,100
Caterpillar Tractor Co. (Interstate)	Machinery	Auto Workers	20,400
Deere and Co. (Interstate)	Machinery	Auto Workers	18,000
Tecumseh Products Co., Lauson Engine division (Wisconsin)	Machinery	Machinists	1,000
Brunswick Corp., Mercury Marine division (Fond Du Lac, WI)	Machinery	Machinists	2,300

See footnotes at end of table.

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars are current earnings adjusted for price changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance, and Social Security.

The index covers all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981 = 100), for most of the current series. Compensation indexes begin in December 1979 for white-collar, blue-collar, and service workers, for goods-producing and service-producing industries, for manufacturing and nonmanufacturing, and for workers by bargaining status and by area size. Within the bargaining status series, compensation data for goods-producing and service-producing industries and for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during the reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those deferred from earlier negotiations, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for compensation). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Data relate to the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective date of

agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while compensation changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover or establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.58	$8.02	$8.32	$8.57
1977 dollars	5.18	5.25	5.29	5.14	4.89	4.83	4.83	4.89	4.91	4.88
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	175.45	189.00	203.70	219.91	235.10	255.20	267.26	280.70	292.86	299.09
1977 dollars	186.85	189.00	189.31	183.41	172.74	170.13	168.09	171.26	172.63	170.52
Indexes										
Average hourly compensation:										
All persons, business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	119.1	131.5	143.7	154.9	161.9	168.2	175.0
1977 dollars	98.7	100.0	100.8	99.4	96.7	95.7	97.3	98.5	98.2	98.6
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	118.7	130.0	143.3	154.4	161.7	167.5	173.5
1977 dollars	98.0	100.0	100.8	99.1	96.3	95.5	96.9	98.3	97.7	97.7
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.3	165.2
1977 dollars	99.0	100.0	100.5	97.4	93.5	92.6	93.4	94.8	94.6	94.1

[1] Production or nonsupervisory workers.

r = revised.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1985								1986				
	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.p	Mayp
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$8.51	$8.54	$8.52	$8.52	$8.67	$8.64	$8.66	$8.71	$8.72	$8.74	$8.73	$8.72	$8.72
1977 dollars	4.86	4.86	4.85	4.84	4.91	4.88	4.88	4.89	4.88	4.91	4.93	4.94	–
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	297.00	300.61	299.05	299.90	303.45	301.54	301.37	306.59	302.58	300.66	302.93	302.58	302.58
1977 dollars	169.62	171.19	170.11	170.30	171.83	170.36	169.59	172.05	169.32	168.82	171.05	171.43	–
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	164.4	164.8	164.6	164.7	166.7	166.2	167.0	168.2	167.9	168.6	168.5	168.4	168.7
1977 dollars	93.9	93.8	93.6	93.5	94.4	93.9	94.0	94.4	94.0	94.6	95.2	95.4	–
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$8.53	$8.57	$8.55	$8.59	$8.62	$8.63	$8.65	$8.70	$8.68	$8.71	$8.73	$8.71	$8.74
1977 dollars	4.88	4.89	4.87	4.88	4.89	4.88	4.87	4.88	4.85	4.89	4.93	4.93	–
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	298.55	299.09	297.54	299.79	300.84	301.19	301.02	303.63	303.80	303.98	304.68	303.11	303.28
1977 dollars	170.80	170.62	169.44	170.43	170.74	170.45	169.49	170.20	169.72	170.58	171.94	171.73	–
Indexes													
Average hourly compensation (quarterly data):													
All persons, business sector:													
Current dollars (1977 = 100)	174.3	–	–	176.1	–	–	177.6	–	–	178.2	–	–	–
1977 dollars	98.5	–	–	98.9	–	–	98.7	–	–	98.7	–	–	–
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	173.0	–	–	174.2	–	–	175.6	–	–	176.5	–	–	–
1977 dollars	97.8	–	–	97.9	–	–	97.6	–	–	97.8	–	–	–
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	164.4	165.2	165.0	165.5	166.4	166.2	166.8	167.7	167.3	168.2	168.5	168.4	168.8
1977 dollars	94.1	94.2	93.9	94.1	94.4	94.0	93.9	94.0	93.5	94.4	95.1	95.4	–

[1] Production or nonsupervisory workers.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars											
Average hourly earnings, private nonfarm economy	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.32	$8.57
Mining	5.95	6.46	6.94	7.67	8.49	9.17	10.04	10.77	11.28	11.63	11.98
Contract construction	7.31	7.71	8.10	8.66	9.27	9.94	10.82	11.63	11.94	12.13	12.31
Manufacturing	4.83	5.22	5.68	6.17	6.70	7.27	7.99	8.49	8.83	9.19	9.53
Transportation and public utilities	5.88	6.45	6.99	7.57	8.16	8.87	9.70	10.32	10.79	11.12	11.40
Wholesale trade	4.73	5.03	5.39	5.88	6.39	6.96	7.56	8.09	8.55	8.89	9.16
Retail trade	3.36	3.57	3.85	4.20	4.53	4.88	5.25	5.48	5.74	5.85	5.94
Finance, insurance and real estate	4.06	4.27	4.54	4.89	5.27	5.79	6.31	6.78	7.29	7.63	7.94
Services	4.02	4.31	4.65	4.99	5.36	5.85	6.41	6.92	7.31	7.59	7.89
Indexes, 1977 = 100											
Hourly Earnings Index, private nonfarm economy[1]	86.7	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.3	165.2
Mining	85.4	92.5	100.0	112.2	122.9	134.2	148.2	158.9	166.7	173.8	178.9
Contract construction	90.3	95.1	100.0	106.7	114.1	121.9	132.0	141.2	145.6	148.1	150.4
Manufacturing	85.9	92.5	100.0	108.3	117.6	129.4	141.9	152.4	157.9	162.8	168.6
Transportation and public utilities	84.3	92.2	100.0	108.2	116.8	127.2	139.4	148.8	156.6	161.7	166.3
Wholesale trade	87.7	93.3	100.0	109.1	118.6	129.0	139.9	149.7	158.2	164.4	169.0
Retail trade	87.0	92.7	100.0	109.1	117.7	127.2	137.0	143.4	150.2	153.2	155.6
Finance, insurance, and real estate	89.2	94.0	100.0	107.6	116.0	127.0	138.1	148.3	158.7	165.7	171.8
Services	86.5	92.9	100.0	107.4	115.1	125.5	137.3	147.9	156.0	161.8	168.2

[1] Production or nonsupervisory workers.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1985								1986				
	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.p	Mayp
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$8.51	$8.54	$8.52	$8.52	$8.67	$8.64	$8.66	$8.71	$8.72	$8.74	$8.73	$8.72	$8.72
Mining	11.88	12.02	11.92	11.99	12.05	12.00	12.07	12.27	12.24	12.32	12.35	12.43	12.41
Contract construction	12.24	12.17	12.21	12.28	12.46	12.42	12.28	12.47	12.34	12.35	12.22	12.28	12.36
Manufacturing	9.49	9.52	9.55	9.49	9.57	9.56	9.63	9.74	9.70	9.70	9.72	9.70	9.71
Transportation and public utilities	11.25	11.34	11.37	11.42	11.54	11.48	11.59	11.61	11.59	11.64	11.62	11.58	11.57
Wholesale trade	9.13	9.16	9.14	9.12	9.22	9.16	9.23	9.33	9.28	9.36	9.33	9.29	9.30
Retail trade	5.93	5.91	5.90	5.88	5.98	5.95	5.97	5.99	6.03	6.04	6.03	6.01	6.01
Finance, insurance, and real estate	7.85	7.96	7.88	7.91	8.04	8.01	8.06	8.15	8.14	8.28	8.30	8.28	8.29
Services	7.82	7.85	7.80	7.82	7.99	7.99	8.05	8.12	8.12	8.17	8.18	8.12	8.10
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	164.4	164.8	164.6	164.7	166.7	166.2	167.0	168.2	167.9	168.6	168.5	168.4	168.7
Mining	177.9	179.0	178.9	178.8	179.4	178.8	180.1	181.7	180.9	180.5	180.1	181.0	180.6
Contract construction	149.8	148.9	149.5	150.5	152.5	151.9	149.7	151.7	150.0	149.7	148.3	149.8	151.0
Manufacturing	168.2	168.5	169.1	168.6	169.3	169.3	170.2	171.3	171.4	171.6	171.9	172.2	172.5
Transportation and public utilities	164.3	165.2	165.2	166.1	168.6	167.7	169.5	170.1	169.3	170.3	169.8	169.4	169.3
Wholesale trade	168.5	169.0	168.5	168.3	170.2	169.1	170.3	172.2	171.1	172.4	171.9	171.3	171.6
Retail trade	155.8	155.4	154.9	154.8	157.0	156.0	156.2	157.0	157.3	157.7	157.7	157.7	158.1
Finance, insurance, and real estate	170.0	172.2	170.7	171.4	174.0	173.2	174.3	176.2	175.8	178.8	179.2	178.6	178.9
Services	166.8	167.7	166.7	167.2	170.5	170.1	171.4	172.8	172.7	173.8	174.0	173.1	173.1
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$8.53	$8.57	$8.55	$8.59	$8.62	$8.63	$8.65	$8.70	$8.68	$8.71	8.73	$8.71	$8.74
Mining[2]	11.88	12.02	11.92	11.99	12.05	12.00	12.07	12.27	12.24	12.32	12.35	12.43	12.41
Contract construction	12.29	12.29	12.29	12.32	12.35	12.33	12.34	12.40	12.25	12.29	12.23	12.33	12.41
Manufacturing	9.50	9.53	9.54	9.57	9.58	9.61	9.63	9.68	9.65	9.68	9.70	9.68	9.72
Transportation and public utilities	11.33	11.40	11.39	11.43	11.49	11.47	11.52	11.56	11.56	11.62	11.65	11.61	11.65
Wholesale trade	9.13	9.18	9.15	9.17	9.20	9.19	9.24	9.30	9.22	9.34	9.36	9.27	9.30
Retail trade	5.92	5.92	5.93	5.94	5.98	5.96	5.97	6.02	5.99	5.99	6.01	5.99	6.00
Finance, insurance, and real estate[2]	7.85	7.96	7.88	7.91	8.04	8.01	8.06	8.15	8.14	8.28	8.30	8.28	8.29
Services	7.84	7.91	7.88	7.93	7.97	7.98	8.02	8.05	8.05	8.11	8.16	8.11	8.12
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	164.4	165.2	165.0	165.5	166.4	166.2	166.8	167.7	167.3	168.2	168.5	168.4	168.8
Mining[2]	177.9	179.0	178.9	178.8	179.4	178.8	180.1	181.7	180.9	180.5	180.1	181.0	180.6
Contract construction	150.2	149.8	149.9	150.3	150.7	150.4	150.3	151.2	149.7	149.7	149.2	150.6	151.3
Manufacturing	168.2	168.7	169.0	169.4	169.5	169.7	170.2	171.0	170.7	171.3	171.8	172.0	172.4
Transportation and public utilities	165.3	166.4	166.2	166.6	167.9	167.4	168.5	169.1	168.6	169.6	170.2	169.8	170.3
Wholesale trade	168.5	169.0	168.5	168.3	170.2	169.1	170.3	172.2	171.1	172.4	171.9	171.3	171.6
Retail trade	155.2	155.2	155.3	155.7	156.8	156.4	156.6	157.5	157.0	157.3	157.4	157.2	157.4
Finance, insurance, and real estate[2]	170.0	172.2	170.7	171.4	174.0	173.2	174.3	176.2	175.8	178.8	179.2	178.6	178.9
Services	167.0	168.7	167.7	168.9	169.8	169.9	170.9	171.6	171.7	173.1	174.0	173.1	173.2

---

[1] Production or nonsupervisory workers.

[2] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1983	1984				1985				1986
	IV	I	II	III	IV	I	II	III	IV	I
Average hourly compensation:										
All persons, business sector	3.7	3.7	3.7	4.3	3.8	3.8	4.1	4.1	4.2	3.4
All employees, nonfarm business sector:										
Current dollars	3.7	3.4	3.5	3.9	3.6	3.7	3.7	3.6	3.5	2.9
1977 dollars	0.4	−1.0	−0.7	−0.3	−0.4	0.1	0.0	0.2	0.0	−0.1
Average hourly earnings, private nonfarm economy[1]	4.4	4.2	4.1	4.0	3.4	3.2	3.1	2.8	3.0	2.8
Mining[2]	3.9	3.5	3.7	3.2	2.0	2.7	2.7	2.8	4.1	3.5
Contract construction	1.5	1.1	1.8	1.7	1.4	1.8	1.3	1.4	1.4	−.1
Manufacturing	4.3	4.3	4.1	4.0	3.8	4.0	4.1	3.6	3.5	2.7
Transportation and public utilities	3.8	3.1	2.9	3.4	2.4	2.5	2.4	2.5	2.8	2.9
Wholesale trade	5.5	5.1	4.9	4.9	4.3	3.3	3.4	2.7	2.6	2.7
Retail trade	4.2	3.4	2.7	1.9	1.8	1.3	1.3	1.7	1.8	1.8
Finance, insurance, and real estate[2]	6.2	4.9	4.5	4.9	4.0	4.0	4.0	3.8	4.5	5.0
Services	4.9	4.7	4.5	4.5	4.2	4.0	4.0	3.9	4.1	4.3
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	4.0	3.6	3.5	3.4	3.1	3.1	3.1	3.0	3.0	2.8
1977 dollars	1.0	−.1	5	−.1	−.4	−.5	−1.0	−.2	−.2	(3)
Mining[2]	4.2	4.3	4.6	4.4	3.9	3.8	3.1	2.4	2.4	1.4
Contract construction	2.0	1.6	2.0	1.7	1.3	2.0	1.5	1.4	1.4	−.3
Manufacturing	2.8	2.8	3.2	3.4	3.3	3.7	3.8	3.6	3.3	2.7
Transportation and public utilities	4.3	3.5	3.3	3.4	2.9	2.6	2.7	2.8	3.0	3.1
Wholesale trade[2]	5.5	5.2	4.8	4.7	4.2	3.1	3.1	2.5	2.4	2.5
Retail trade	4.4	3.6	2.8	1.9	1.7	1.3	1.2	1.7	1.8	1.8
Finance, insurance, and real estate[2]	5.9	4.7	4.4	4.6	3.6	3.4	3.5	3.5	4.2	4.8
Services	4.8	4.6	4.4	4.4	4.0	3.8	3.9	3.8	4.1	4.5
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	5.8	5.7	5.1	4.7	3.5	2.5	2.2	2.0	2.4	2.7
1977 dollars	2.8	1.9	2.0	1.1	−.1	−1.0	−1.9	−1.1	−.8	−.2

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1983			1984				1985				1986
	II	III	IV	I	II	III	IV	I	II	III	IV	I
Average hourly compensation:												
All persons, business sector	3.4	1.5	5.1	4.9	3.3	4.1	3.1	4.8	4.4	4.2	3.4	1.4
All employees, nonfarm business sector:												
Current dollars	3.0	1.9	4.3	4.4	3.5	3.5	3.2	4.7	3.6	2.8	3.1	2.2
1977 dollars	-1.2	-2.2	0.0	-0.7	-0.1	-0.4	-0.5	1.4	-0.4	0.2	-1.1	0.7
Average hourly earnings, private nonfarm economy[1]	4.1	3.4	5.2	4.0	3.6	3.3	2.7	3.0	3.2	2.2	3.5	2.2
Mining[2]	.1	3.0	3.8	6.2	1.7	.9	-.7	8.9	1.9	1.3	4.3	6.4
Contract construction	-.2	.7	2.4	1.7	2.7	.6	.9	3.1	.5	1.0	1.2	-3.2
Manufacturing	3.6	3.9	5.1	4.5	3.1	4.2	4.0	4.8	3.4	2.4	3.2	1.5
Transportation and public utilities	3.5	.7	5.0	3.0	2.7	2.8	1.7	2.6	2.5	3.1	2.8	3.3
Wholesale trade	5.9	4.6	6.4	3.7	3.2	4.1	3.6	2.2	3.4	1.5	3.1	2.8
Retail trade	4.6	4.3	3.3	1.6	1.8	1.7	2.1	.7	1.6	2.5	2.3	.9
Finance, insurance and real estate[2]	3.6	1.8	7.5	6.8	2.1	3.7	3.9	6.4	2.2	2.7	6.7	8.5
Services	5.7	4.1	4.8	4.4	4.5	3.9	3.9	3.7	4.4	3.8	4.6	4.6
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	3.6	2.9	4.3	3.6	3.0	2.8	3.1	3.4	3.0	2.4	3.2	2.7
1977 dollars	-.7	-1.1	.9	.8	1.2	-3.2	-.4	.6	-.9	.1	-.6	1.4
Mining[2]	2.5	5.1	4.5	5.0	3.8	4.2	2.7	4.4	1.3	1.1	2.6	.7
Contract construction	.5	.2	2.4	3.3	2.4	.7	.9	3.8	.5	.5	.8	-2.8
Manufacturing	1.7	2.2	3.5	3.9	3.2	3.4	3.6	4.6	3.6	2.5	2.4	2.3
Transportation and public utilities	3.8	1.5	4.9	3.9	2.6	3.1	2.4	2.4	2.9	3.4	3.3	2.8
Wholesale trade	5.2	4.8	6.3	4.5	2.5	3.5	3.9	2.6	2.5	.9	3.6	3.1
Retail trade	5.7	4.0	3.5	1.4	1.9	.4	1.9	.9	1.8	2.2	2.3	1.0
Finance, insurance, and real estate[2]	3.1	2.3	6.9	6.7	2.1	3.0	3.1	5.5	2.5	2.9	6.1	8.0
Services	5.9	4.3	5.2	3.2	4.2	3.7	3.9	3.4	4.7	3.3	4.9	5.0
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	6.1	4.2	6.8	5.6	4.0	2.1	2.0	1.9	2.8	1.4	3.5	3.0
1977 dollars	1.7	.2	3.5	2.3	2.2	-3.8	-1.5	-.9	-1.1	-.9	-.4	1.7

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985								1986				
	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.p	Mayp
Average hourly earnings, private nonfarm economy[1]	3.1	3.1	2.5	3.0	2.9	3.0	2.9	3.1	2.8	2.7	2.7	2.2	2.5
Mining[2]	2.3	3.4	2.5	3.1	2.8	3.6	3.8	4.8	3.2	3.5	3.7	4.1	4.5
Contract construction	1.2	1.1	1.1	1.4	1.6	1.4	1.4	1.6	.2	-.2	-.3	.3	1.0
Manufacturing	4.1	4.0	3.8	3.7	3.5	3.6	3.3	3.5	2.7	2.7	2.6	2.0	2.3
Transportation and public utilities	2.3	2.7	2.0	2.6	2.9	2.6	2.9	2.8	2.8	3.0	3.0	2.6	2.8
Wholesale trade	3.6	3.5	2.6	2.9	2.6	2.5	2.7	2.5	2.6	2.8	2.7	1.8	1.9
Retail trade	1.5	1.2	1.4	1.5	2.2	1.7	1.2	2.4	1.9	1.7	1.9	1.5	1.4
Finance, insurance, and real estate[2]	4.0	5.0	3.5	4.4	3.5	4.4	4.4	4.6	4.6	5.1	5.3	5.3	5.6
Services	4.0	4.5	3.4	4.3	4.0	4.2	4.2	4.0	4.1	4.2	4.6	3.8	3.6
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	3.1	3.2	2.7	3.1	3.1	3.0	3.0	3.1	2.8	2.8	2.9	2.6	2.6
1977 dollars	-.8	-.8	-1.1	.1	.5	.1	-.3	-.4	-.9	-.1	1.0	1.5	–
Mining	3.1	3.1	2.5	2.7	2.0	2.3	2.2	2.7	1.9	1.1	1.3	1.3	1.5
Contract construction	1.5	1.1	1.1	1.5	1.7	1.5	1.2	1.5	.2	-.4	-.5	.2	.7
Manufacturing	3.8	3.8	3.7	3.6	3.4	3.2	3.3	3.3	2.7	2.7	2.7	2.5	2.5
Transportation and public utilities	2.7	3.0	2.4	2.8	3.2	2.6	3.2	3.2	2.9	3.2	3.3	2.9	3.1
Wholesale trade	3.3	3.3	2.3	2.7	2.4	2.3	2.4	2.4	2.4	2.6	2.5	1.7	1.9
Retail trade	1.5	1.2	1.2	1.7	2.2	1.9	1.4	2.1	2.0	1.8	1.7	1.6	1.4
Finance, insurance, and real estate	3.5	4.4	3.1	4.1	3.3	4.1	4.2	4.4	4.4	5.0	5.2	4.9	5.3
Services	4.0	4.5	3.4	4.1	4.0	4.0	4.3	3.9	4.2	4.4	4.7	3.8	3.7
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	2.6	2.2	1.6	2.4	2.0	2.7	2.0	2.5	2.8	2.7	2.4	1.9	1.6
1977 dollars	-1.4	-1.8	-2.1	-.6	-.6	-.2	-1.3	-1.0	-.8	-.2	.5	.8	–

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985								1986				
	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.p	May
Average hourly earnings, private nonfarm economy[1]	2.9	3.1	2.6	2.6	2.8	2.6	2.8	3.1	3.1	2.8	2.6	1.9	2.1
Mining[2]	4.3	5.4	1.0	1.5	2.4	1.0	3.2	4.2	5.4	5.6	5.0	7.3	5.7
Contract construction	2.0	1.3	1.0	0.0	1.3	.7	.8	1.8	–.6	–.5	–1.9	0.0	1.1
Manufacturing	3.9	3.9	3.0	3.0	2.8	2.5	2.8	3.2	2.3	2.3	2.5	1.5	1.9
Transportation and public utilities	2.5	2.7	2.5	2.7	3.2	2.7	3.4	2.8	3.0	3.4	2.8	2.5	2.3
Wholesale trade	2.9	2.4	3.6	1.8	2.0	1.8	2.4	2.6	1.5	3.7	3.5	1.7	1.3
Retail trade	.7	1.4	1.7	1.7	2.7	2.0	1.7	3.4	2.0	1.7	1.0	1.0	1.0
Finance, insurance, and real estate[2]	3.4	4.4	2.6	.8	4.1	3.9	5.4	4.8	6.7	9.5	6.6	6.9	5.8
Services	3.7	4.4	3.9	3.9	4.4	4.4	4.6	3.6	4.4	4.6	4.8	3.3	2.5
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	3.1	3.1	2.7	2.3	3.1	2.4	2.9	3.1	2.9	3.3	2.6	2.7	2.3
1977 dollars	–.3	–.4	–.7	–.9	.4	([3])	–.3	–.5	–1.0	.7	1.5	3.0	–
Mining[2]	1.9	2.2	1.5	.4	1.8	.1	2.4	3.1	2.3	1.9	.8	2.5	.6
Contract construction	2.3	1.2	.8	–.1	.8	.1	.1	1.8	–.3	–.8	–1.9	.3	1.4
Manufacturing	4.2	3.9	3.4	3.1	2.6	2.3	2.4	2.7	2.1	2.3	2.7	2.7	2.6
Transportation and public utilities	2.6	3.1	2.8	2.8	3.8	3.0	3.9	3.2	2.9	3.6	2.7	2.9	2.2
Wholesale trade[2]	2.7	1.2	1.7	.3	3.1	.8	2.1	3.8	3.1	5.0	1.9	2.7	1.6
Retail trade	1.0	1.2	1.8	1.5	2.6	2.1	1.7	3.0	2.3	2.0	.7	1.1	1.1
Finance, insurance, and real estate[2]	3.3	4.2	2.7	1.2	4.2	3.5	5.2	4.7	6.1	8.9	6.2	6.4	5.3
Services	3.8	4.4	3.7	3.8	4.5	4.0	4.8	3.4	4.8	5.0	4.9	3.7	2.7
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	2.3	1.9	1.5	2.6	2.3	2.6	1.7	3.1	4.3	2.8	2.6	1.3	1.5
1977 dollars	–1.1	–1.5	–2.0	–.6	–.4	.2	–1.5	.5	.3	.2	1.4	1.5	–

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than -0.05.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 9. Employment Cost Index by occupation and industry group[1]

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986
Civilian workers[2]	125.5	129.2	130.6	1.3	0.6	1.1	4.8	4.3	4.1
Workers, by occupational group									
White-collar workers	127.3	131.6	133.1	1.4	.7	1.1	5.3	4.9	4.6
Blue-collar workers	122.2	124.9	126.2	1.1	.4	1.0	3.8	3.3	3.3
Service workers	127.8	131.8	133.1	.8	.7	1.0	4.8	3.9	4.1
Workers, by industry division									
Goods-producing[3]	123.2	125.5	126.9	1.5	.5	1.1	4.6	3.4	3.0
Manufacturing	123.9	126.0	127.7	1.6	.4	1.3	5.1	3.3	3.1
Service-producing[4]	126.9	131.5	132.9	1.1	.6	1.1	4.9	4.8	4.7
Services	131.9	137.1	138.8	.8	.5	1.2	5.5	4.7	5.2
Health services	–	–	–	–	.3	1.2	–	–	3.6
Public administration[5]	130.1	134.8	136.8	1.2	.4	1.5	5.9	4.8	5.1
Nonmanufacturing	126.2	130.6	131.9	1.1	.7	1.0	4.6	4.6	4.5
Private industry workers[6]	124.2	127.5	128.9	1.2	.6	1.1	4.4	3.9	3.8
Workers, by occupational group									
White-collar workers	125.8	129.8	131.3	1.5	.8	1.2	4.9	4.8	4.4
Blue-collar workers	121.9	124.4	125.7	1.1	.3	1.0	3.7	3.2	3.1
Service workers	126.3	129.5	130.9	.5	.5	1.1	4.0	3.0	3.6
Workers, by industry division									
Goods-producing[3]	123.0	125.3	126.7	1.5	.6	1.1	4.5	3.4	3.0
Service-producing[4]	125.2	129.4	130.8	1.0	.5	1.1	4.2	4.4	4.5
State and local government workers	131.7	137.5	138.9	1.2	.7	1.0	6.3	5.7	5.5
Workers, by occupational group									
White-collar workers	132.5	138.6	140.0	1.1	.7	1.0	6.4	5.7	5.7
Blue-collar workers	128.1	132.7	134.7	1.7	.6	1.5	5.1	5.4	5.2
Workers, by industry division									
Services	132.8	139.1	140.4	1.1	.9	.9	6.7	5.9	5.7
Hospitals and other services[7]	131.1	135.2	136.8	1.5	.8	1.2	5.4	4.6	4.3
Health services	–	–	–	–	.6	.8	–	–	4.2
Schools	133.4	140.3	141.5	1.1	.9	.9	7.1	6.3	6.1
Elementary and secondary	134.4	142.0	143.0	.7	.8	.7	7.2	6.4	6.4
Public administration[5]	130.1	134.8	136.8	1.2	.4	1.5	5.9	4.8	5.1

– Data not available.

NOTE: See footnotes after table 14.

WAGES AND SALARIES

Table 10. Employment Cost Index for wages and salaries only, by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986
Civilian workers[2]	123.1	127.0	128.3	1.2	0.6	1.0	4.4	4.4	4.2
Workers, by occupational group									
White-collar workers	125.2	129.8	131.2	1.4	.8	1.1	4.9	5.1	4.8
Blue-collar workers	119.3	122.3	123.4	.9	.2	.9	3.5	3.5	3.4
Service workers	124.8	128.6	129.8	.4	.5	.9	4.0	3.5	4.0
Workers, by industry division									
Goods-producing[3]	120.3	123.1	124.4	1.3	.5	1.1	4.1	3.6	3.4
Manufacturing	121.0	123.8	125.3	1.3	.5	1.2	4.6	3.6	3.6
Service-producing[4]	124.7	129.4	130.7	1.1	.6	1.0	4.4	4.9	4.8
Services	129.7	134.8	136.4	.6	.4	1.2	5.2	4.6	5.2
Health services	–	–	–	–	.2	1.1	–	–	3.4
Public administration[5]	127.0	132.0	133.8	1.0	.5	1.4	5.5	5.0	5.4
Nonmanufacturing	123.9	128.4	129.6	1.1	.6	.9	4.2	4.7	4.6
Private industry workers[6]	122.0	125.6	126.8	1.2	.6	1.0	4.1	4.1	3.9
Workers, by occupational group									
White-collar workers	124.0	128.3	129.6	1.4	.8	1.0	4.6	4.9	4.5
Blue-collar workers	119.1	122.0	123.1	.9	.2	.9	3.5	3.4	3.4
Service workers	123.8	126.6	128.0	.1	.2	1.1	3.3	2.3	3.4
Workers, by industry division									
Goods-producing[3]	120.2	122.9	124.2	1.3	.5	1.1	4.1	3.5	3.3
Service-producing[4]	123.4	127.8	129.0	1.1	.6	.9	4.0	4.7	4.5
State and local government workers	128.4	134.2	135.5	1.0	.8	1.0	5.6	5.6	5.5
Workers, by occupational group									
White-collar workers	129.3	135.3	136.6	1.0	.7	1.0	5.8	5.7	5.6
Blue-collar workers	124.2	128.4	130.4	1.4	.4	1.6	4.3	4.8	5.0
Workers by industry division									
Services	129.4	135.6	136.8	1.0	.8	.9	5.9	5.9	5.7
Hospitals and other services[7]	127.7	130.9	132.4	1.4	.5	1.1	4.8	4.0	3.7
Health services	–	–	–	–	.3	.7	–	–	3.7
Schools	129.9	137.0	138.0	.9	.9	.7	6.3	6.4	6.2
Elementary and secondary	130.8	138.5	139.4	.5	.7	.6	6.4	6.4	6.6
Public administration[5]	127.0	132.0	133.8	1.0	.5	1.4	5.5	5.0	5.4

– Data not available.

NOTE: See footnotes after table 14.

Table 11. Employment Cost Index, private industry workers,[1] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986
Private industry workers[1]	124.2	127.5	128.9	1.2	0.6	1.1	4.4	3.9	3.8
Excluding sales workers	124.5	127.6	129.1	1.0	.4	1.2	4.2	3.5	3.7
Workers, by occupational group									
White-collar workers	125.8	129.8	131.3	1.5	.8	1.2	4.9	4.8	4.4
Excluding sales workers	126.7	130.4	132.2	1.0	.5	1.4	4.5	3.9	4.3
Professional and technical workers	–	–	–	–	–	1.1	–	–	–
Managers and administrators	–	–	–	–	–	1.6	–	–	–
Clerical workers	–	–	–	–	–	1.3	–	–	–
Blue-collar workers	121.9	124.4	125.7	1.1	.3	1.0	3.7	3.2	3.1
Craft and kindred workers	–	–	–	–	–	1.3	–	–	–
Operatives, except transport	–	–	–	–	–	1.0	–	–	–
Transport equipment operatives	–	–	–	–	–	.6	–	–	–
Nonfarm laborers	–	–	–	–	–	.6	–	–	–
Service workers	126.3	129.5	130.9	.5	.5	1.1	4.0	3.0	3.6
Workers, by industry division									
Goods-producing[3]	123.0	125.3	126.7	1.5	.6	1.1	4.5	3.4	3.0
Construction	–	–	–	–	.7	.3	–	–	2.8
Manufacturing	123.9	126.0	127.7	1.6	.4	1.3	5.1	3.3	3.1
Durables	–	–	–	–	–	1.2	–	–	–
Nondurables	–	–	–	–	–	1.3	–	–	–
Service-producing[4]	125.2	129.4	130.8	1.0	.5	1.1	4.2	4.4	4.5
Transportation and public utilities	–	–	–	–	.4	1.3	–	–	4.0
Transportation	–	–	–	–	.0	2.0	–	–	4.3
Public utilities	–	–	–	–	.9	.3	–	–	3.7
Wholesale and retail trade	–	–	–	–	.7	.6	–	–	4.2
Finance, insurance and real estate	–	–	–	–	1.6	.9	–	–	4.3
Services	–	–	–	–	.3	1.5	–	–	4.9
Health services	–	–	–	–	.3	1.2	–	–	3.5
Nonmanufacturing	124.4	128.4	129.7	1.1	.6	1.0	4.0	4.3	4.3

– Data not available.

NOTE: See footnotes after table 14.

Table 12. Employment Cost Index for wages and salaries, private industry workers,[2] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986
Private industry workers	122.0	125.6	126.8	1.2	0.6	1.0	4.1	4.1	3.9
Excluding sales workers	122.5	125.9	127.3	.8	.3	1.1	3.9	3.6	3.9
Workers, by occupational group									
White-collar workers	124.0	128.3	129.6	1.4	.8	1.0	4.6	4.9	4.5
Excluding sales workers	125.6	129.4	131.1	1.0	.5	1.3	4.5	4.0	4.4
Professional and technical workers	127.7	131.5	132.7	.3	.2	.9	4.5	3.3	3.9
Managers and administrators	123.8	128.4	130.5	1.3	.5	1.6	4.9	5.1	5.4
Sales workers	116.3	122.5	122.4	4.2	2.7	-.1	5.5	9.8	5.2
Clerical workers	124.7	127.9	129.6	1.5	.6	1.3	4.1	4.1	3.9
Blue-collar workers	119.1	122.0	123.1	.9	.2	.9	3.5	3.4	3.4
Craft and kindred workers	120.8	123.8	125.3	1.2	.1	1.2	3.7	3.7	3.7
Operatives, except transport	118.9	121.6	122.6	.8	.4	.8	3.5	3.1	3.1
Transport equipment operatives	114.5	117.8	118.0	.4	.1	.2	2.5	3.3	3.1
Nonfarm laborers	116.7	119.7	120.0	.7	1.0	.2	3.4	3.4	2.8
Service workers	123.8	126.6	128.0	.1	.2	1.1	3.3	2.3	3.4
Workers, by industry division									
Goods-producing[3]	120.2	122.9	124.2	1.3	.5	1.1	4.1	3.5	3.3
Construction	115.5	117.9	118.3	1.0	.5	.3	1.9	3.1	2.4
Manufacturing	121.0	123.8	125.3	1.3	.5	1.2	4.6	3.6	3.6
Durables	120.6	123.4	124.8	1.3	.6	1.1	4.2	3.6	3.5
Nondurables	121.6	124.6	126.1	1.2	.5	1.2	5.0	3.7	3.7
Service producing[4]	123.4	127.8	129.0	1.1	.6	.9	4.0	4.7	4.5
Transportation and public utilities	121.7	125.2	126.3	.8	.3	.9	2.7	3.7	3.8
Transportation	–	–	–	–	-.1	1.1	–	–	3.6
Public utilities	–	–	–	–	1.0	.5	–	–	4.0
Wholesale and retail trade	118.8	123.7	124.5	.6	.8	.6	3.9	4.7	4.8
Wholesale trade	123.7	128.3	129.7	.7	.5	1.1	4.7	4.4	4.9
Retail trade	116.9	121.9	122.5	.6	.9	.5	3.6	4.9	4.8
Finance, insurance, and real estate	122.0	126.5	126.6	5.4	1.9	.1	5.1	9.2	3.8
Services	129.9	134.1	136.2	.3	.1	1.6	4.6	3.6	4.8
Health services	–	–	–	–	.2	1.2	–	–	3.3
Nonmanufacturing	122.6	126.6	127.7	1.2	.6	.9	3.9	4.5	4.2

– Data not available.

NOTE: See footnotes after table 14.

Table 13. Employment Cost Index, private industry workers, by bargaining status, region, and area size[1]
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986
Workers, by bargaining status									
Union	124.8	127.1	128.4	0.7	0.5	1.0	3.5	2.6	2.9
Goods-producing[3]	123.6	125.2	126.4	.6	.5	1.0	3.7	1.9	2.3
Service-producing[4]	126.7	130.2	131.6	.9	.5	1.1	3.1	3.7	3.9
Manufacturing	124.2	125.5	127.0	.8	.4	1.2	4.1	1.9	2.3
Nonmanufacturing	125.3	128.6	129.7	.6	.6	.9	2.8	3.3	3.5
Nonunion	123.8	127.5	129.0	1.6	.6	1.2	4.9	4.6	4.2
Goods-producing[3]	122.4	125.1	126.7	2.3	.6	1.3	5.3	4.6	3.5
Service-producing[4]	124.7	129.0	130.4	1.1	.5	1.1	4.7	4.6	4.6
Manufacturing	123.6	126.3	128.1	2.3	.5	1.4	6.0	4.6	3.6
Nonmanufacturing	123.9	128.1	129.5	1.2	.6	1.1	4.5	4.7	4.5
Workers, by region									
Northeast	125.1	129.9	131.6	1.1	.9	1.3	5.2	4.9	5.2
South	124.2	127.2	128.7	1.6	.6	1.2	3.8	4.1	3.6
Midwest (formerly North Central)	122.0	124.6	125.9	1.0	.3	1.0	4.1	3.1	3.2
West	126.8	129.8	130.8	1.5	.5	.8	4.8	3.9	3.2
Workers, by area size									
Metropolitan areas	124.7	128.1	129.5	1.2	.6	1.1	4.4	4.0	3.8
Other areas	121.4	123.9	125.5	1.3	.0	1.3	4.0	3.4	3.4

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See footnotes to table 14.

See explanatory note.
See footnotes after table 14.

Table 14. Employment Cost Index for wages and salaries, private industry workers,[6] by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986
Workers, by bargaining status									
Union	121.7	124.7	125.6	0.7	0.5	0.7	3.0	3.1	3.2
Goods-producing[3]	120.0	122.7	123.4	.6	.4	.6	3.4	2.9	2.8
Service-producing[4]	124.2	127.8	129.0	.6	.6	.9	2.3	3.5	3.9
Manufacturing	120.4	123.3	124.2	.8	.4	.7	3.7	3.2	3.2
Nonmanufacturing	122.8	125.9	126.9	.6	.5	.8	2.2	3.1	3.3
Nonunion	122.1	125.9	127.3	1.4	.6	1.1	4.6	4.6	4.3
Goods-producing[3]	120.2	123.0	124.5	1.8	.6	1.2	4.7	4.1	3.6
Service-producing[4]	123.1	127.7	128.9	1.2	.6	.9	4.6	5.0	4.7
Manufacturing	121.5	124.4	126.1	1.7	.6	1.4	5.3	4.1	3.8
Nonmanufacturing	122.3	126.6	127.8	1.3	.6	.9	4.4	4.9	4.5
Workers, by region									
Northeast	123.0	128.1	129.2	.9	1.0	.9	4.8	5.1	5.0
South	122.3	125.4	126.8	1.7	.5	1.1	3.7	4.3	3.7
Midwest (formerly North Central)	119.6	122.9	124.2	.8	.3	1.1	3.5	3.5	3.8
West	124.0	127.1	128.1	1.2	.4	.8	4.4	3.8	3.3
Workers, by area size									
Metropolitan areas	122.4	126.3	127.4	1.2	.6	.9	4.1	4.4	4.1
Other areas	119.6	122.0	123.6	1.1	.1	1.3	3.9	3.1	3.3

---

[1] The index measures changes in total compensation costs (wages, salaries, and employer costs for employee benefits).

[2] Includes private industry and State and local government workers and excludes farm, households, and Federal government workers.

[3] Includes mining, construction, and manufacturing.

[4] Includes transprtation, public utilities, trade, finance, insurance, real estate, and, where applicable, public administration in State and local governments.

[5] Consists of legislative, judicial, administrative, and regulatory activities.

[6] Excludes farm and household workers.

[6] The index measures changes in total compensation costs (wages, salaries, and employer costs for employee benefits): Farm and household workers are excluded.

Table 15. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending														
	1982		1983				1984				1985				1986
	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	Ip
Compensation adjustments:[2]															
First year	4.2	3.2	2.6	3.1	2.4	3.4	4.6	4.7	4.2	3.6	3.4	3.4	3.1	2.6	2.3
Over life of contract[3]	2.9	2.8	2.9	3.6	3.0	3.0	3.6	3.5	3.2	2.8	2.6	2.7	2.7	2.7	2.6
Wage-rate adjustments in-															
All industries															
First year	4.4	3.6	3.0	2.7	2.2	2.6	3.5	3.5	3.2	2.4	2.4	2.4	2.4	2.3	2.0
Contracts with COLA clauses[4]	3.0	2.2	1.3	.8	.4	1.9	4.0	4.6	4.5	2.9	2.5	2.3	1.9	1.6	1.6
Contracts without COLA clauses	7.5	7.0	6.0	4.7	3.7	3.3	3.0	2.7	2.3	2.1	2.4	2.4	2.7	2.7	2.2
Over life of contract[3]	3.7	3.6	3.5	3.5	3.2	2.8	3.0	3.1	2.8	2.4	2.3	2.4	2.5	2.7	2.5
Contracts with COLA clauses	2.1	2.1	2.2	2.3	2.2	2.0	2.6	2.9	2.8	1.6	1.3	1.5	1.8	2.5	2.6
Contracts without COLA clauses	7.0	6.6	6.0	4.7	4.1	3.7	3.4	3.2	2.8	2.7	2.8	2.8	3.0	2.8	2.5
Manufacturing															
First year	2.9	2.8	1.5	1.2	.6	.4	2.6	3.0	2.6	2.3	2.1	2.0	1.5	.8	.8
Contracts with COLA clauses	2.2	2.3	1.0	.4	–.2	–.7	2.4	3.2	1.5	2.1	2.0	1.9	1.5	.8	.8
Contracts without COLA clauses	7.1	6.3	5.4	4.7	2.9	3.2	2.9	2.8	3.7	2.9	2.5	2.2	1.5	.9	.9
Over life of contracts[3]	2.5	2.6	2.2	2.5	2.3	2.1	2.8	3.1	2.8	1.5	1.4	1.5	1.6	1.8	1.8
Contracts with COLA clauses	2.0	2.1	1.8	2.0	1..8	1.4	2.2	2.8	1.8	1.0	.9	1.0	1.4	2.1	2.1
Contracts without COLA clauses	6.1	5.8	5.1	4.6	3.9	3.9	3.7	3.6	3.8	3.3	3.2	3.0	2.4	1.6	1.5
Nonmanufacturing															
First year	6.0	4.8	5.0	3.8	3.3	3.8	3.8	3.7	3.3	2.5	2.6	2.7	3.2	3.3	2.8
Contracts with COLA clauses	4.3	1.9	2.4	1.7	1.7	4.4	4.9	5.2	5.4	5.5	5.1	4.3	4.0	3.6	2.5
Contracts without COLA clauses	7.6	7.2	6.2	4.7	3.9	3.3	3.0	2.6	2.1	2.0	2.4	2.5	3.0	3.3	2.7
Over life of contract[3]	4.9	4.7	5.4	4.2	3.9	3.2	3.1	3.0	2.8	2.9	2.8	2.9	3.3	3.3	3.0
Contracts with COLA clauses	2.4	2.1	3.5	3.1	3.1	2.6	2.9	3.0	3.1	4.8	4.0	3.8	3.9	3.6	3.6
Contracts without COLA clauses	7.3	6.9	6.2	4.7	4.1	3.7	3.3	3.0	2.6	2.6	2.7	2.8	3.2	3.3	2.9
Construction															
First year	6.7	6.5	5.2	2.6	1.6	1.5	1.2	.8	.9	.5	.9	1.1	1.0	1.5	1.7
Contracts with COLA clauses	–1.4	–1.4	–2.3	–1.2	–.6	–.6	.1	–.4	4.0	4.0	4.6	9.2	–	–	–
Contracts without COLA clauses	7.1	6.8	6.0	3.3	2.0	1.9	1.4	.9	.9	.4	.8	1.0	–	–	–
Over life of contract[3]	6.6	6.3	5.4	2.9	2.4	2.4	2.0	1.7	1.4	1.0	1.4	1.7	1.7	2.1	2.2
Contracts with COLA clauses	–.2	–.2	.8	.8	.9	.9	.7	.0	1.4	1.4	1.7	4.6	–	–	–
Contracts without COLA clauses	6.9	6.6	5.9	3.3	2.6	2.6	2.2	1.8	1.4	1.0	1.4	1.7	–	–	–

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

COLA = Cost of Living Adjustment.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 16. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] by year and quarter

Measure	Annual average						Quarterly average									
	1980	1981	1982	1983	1984	1985	1983	1984				1985				1986
							IV	I	II	III	IV	I	II	III	IV	Ip
Compensation adjustments:[2]																
First year	10.4	10.2	3.2	3.4	3.6	2.6	4.9	5.1	3.5	2.7	3.7	3.6	3.5	2.0	2.0	.3
Over life of contract[3]	7.1	8.3	2.8	3.0	2.8	2.7	3.1	4.7	3.2	3.1	2.0	2.7	3.4	3.0	1.4	1.2
Wage adjustments in—																
All industries:																
First year	9.5	9.8	3.8	2.6	2.4	2.3	4.2	2.8	2.6	2.1	2.3	3.3	2.5	2.0	2.1	0.8
Contracts with COLA clauses	8.0	8.0	2.2	1.9	2.9	1.6	4.9	4.7	1.3	1.5	2.6	2.4	1.5	.5	3.1	2.2
Contracts without COLA clauses	11.7	10.6	7.0	3.3	2.1	2.7	2.7	1.6	2.7	2.1	1.1	3.6	2.8	2.9	1.3	.5
Over life of contract[3]	7.1	7.9	3.6	2.8	2.4	2.7	2.8	3.2	2.7	2.6	1.5	3.2	2.8	3.1	1.9	1.6
Contracts with COLA clauses	5.0	5.5	2.1	2.0	1.8	2.5	2.6	4.4	1.3	1.6	1.3	1.8	2.4	2.6	2.7	2.4
Contracts without COLA clauses	10.3	8.8	6.6	3.7	2.7	2.8	3.9	2.6	2.9	2.7	2.1	3.5	2.9	3.3	1.3	1.4
Manufacturing:																
First year	7.4	7.2	2.8	.4	2.3	.8	2.9	2.5	2.5	2.3	2.2	.8	1.6	.5	.9	.9
Contracts with COLA clauses	6.5	6.2	2.3	-.7	2.1	.8	1.2	2.7	1.4	.7	2.2	1.4	1.1	.1	1.8	1.6
Contracts without COLA clauses	10.3	7.6	6.3	3.2	2.9	.9	5.0	2.3	3.2	3.8	2.5	.5	2.2	1.1	.1	.6
Over life of contract[3]	5.4	6.1	2.6	2.1	1.5	1.8	3.1	2.5	2.6	2.5	1.0	1.6	2.3	2.3	.9	1.5
Contracts with COLA clauses	4.4	4.8	2.1	1.4	1.0	2.1	1.7	2.4	1.4	1.2	.8	1:1	2.1	2.4	1.6	1.7
Contracts without COLA clauses	8.9	6.6	5.8	3.9	1.6	3.3	4.9	2.6	3.5	3.8	3.5	2.0	2.7	2.1	.4	1.4
Nonmanufacturing:																
First year	10.9	11.2	4.8	3.8	2.5	3.3	4.5	2.9	2.6	2.0	2.5	4.7	2.8	3.6	3.4	.7
Contracts with COLA clauses	9.7	8.9	1.9	4.4	5.5	3.6	5.4	5.9	1.1	5.0	5.0	5.0	2.1	3.1	4.6	3.5
Contracts without COLA clauses	12.2	12.1	7.2	3.3	2.0	3.3	1.4	2.7	1.9	.6	4.6	2.9	3.7	2.5	.5	
Over life of contract[3]	8.3	8.8	4.7	3.2	2.9	3.3	2.7	3.6	2.7	2.6	2.8	4.0	3.0	3.9	2.9	1.6
Contracts with COLA clauses	5.7	5.8	2.1	2.6	4.8	3.6	2.8	5.5	.9	3.1	4.8	3.5	2.9	4.2	4.0	3.7
Contracts without COLA clauses	10.8	9.9	6.9	3.7	2.6	3.3	2.5	2.6	2.8	2.6	1.7	4.0	3.0	3.9	2.2	1.5
Construction:																
First year	13.6	13.5	6.5	1.5	.5	1.5	1.1	-3.6	1.1	2.0	-2.8	-.8	1.5	2.1	.6	1.7
Contracts with COLA clauses	13.9	8.8	1.4	-0.6	-	-	-	-	-	-	-	-	-	-	-	-
Contracts without COLA clauses	13.6	14.0	6.8	1.9	-	-	-	-	-	-	-	-	-	-	-	-
Over life of contract[3]	11.5	11.3	6.3	2.4	1.0	2.1	2.6	-2.8	1.4	2.1	-.8	.5	2.2	2.3	.6	2.5
Contracts with COLA clauses	8.8	8.4	-.2	0.9	-	-	-	-	-	-	-	-	-	-	-	-
Contracts without COLA clauses	12.0	11.6	6.6	2.2	-	-	-	-	-	-	-	-	-	-	-	-

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost of Living Adjustment clause.

NOTE: Dashes indicate that data are not adequate for publication.

Table 17. Average quarterly effective wage adjustments in agreements covering 1,000 workers or more, by year and quarter

(In percent)

Characteristic	Annual average[1]				Quarterly average							
					1984			1985				1986
	1982	1983	1984	1985	II	III	IV	I	II	III	IVp	Ip
Total effective adjustments (prorated over all workers)	6.8	4.0	3.7	3.3	–	1.2	0.7	0.8	0.8	1.2	0.5	0.6
Source:												
Current settlements	1.7	.8	.8	.7	.1	.3	.3	.1	.2	.2	.2	([1])
Prior agreements	3.6	2.5	2.0	1.8	.7	.7	.2	.6	.5	.6	.2	.4
Cost of living adjustment	1.4	.6	.9	.8	.2	.3	.2	.1	.1	.4	.1	.2
Industry												
Manufacturing	5.2	2.7	4.3	3.0	1.0	1.0	1.1	.9	.6	.8	.5	.9
Nonmanufacturing	7.9	4.8	3.3	3.6	.9	1.3	.4	.7	1.0	1.4	.4	.4
Nonmanufacturing, excluding construction	7.1	5.0	3.4	3.7	.6	1.4	.6	.9	.7	1.6	.5	.5
Construction	9.7	4.4	2.9	3.0	1.7	.9	0.0	.1	1.8	.9	.1	.2
Transportation and public utilities	7.1	4.4	3.0	3.6	.4	1.5	1.5	.6	.6	2.0	.3	.2
Wholesale and retail trade	6.8	5.1	3.4	3.3	.9	.7	.5	1.0	.8	.6	.7	.9
Services	7.8	7.0	4.9	5.1	.5	2.3	.6	1.7	.9	1.6	.7	1.1
Effective wage change for workers receiving changes	7.2	4.7	4.4	4.1	2.8	3.6	2.7	2.6	2.4	2.9	1.5	1.9
Source:												
Current settlements	7.4	2.8	3.0	3.4	2.3	3.1	2.5	4.6	3.1	3.0	2.5	.7
Prior agreements	6.3	5.9	4.0	3.7	4.3	3.3	3.1	4.0	3.9	2.6	3.0	3.0
Cost-of-living adjustment	3.1	2.1	2.7	2.2	1.0	1.6	1.3	.4	.9	1.7	.6	.8
Total number of workers receiving wage change (in millions)	7.9	6.5	6.2	5.7	2.5	2.4	1.9	2.1	2.4	2.8	2.1	2.2
Source:												
Current settlements	1.9	2.3	1.9	1.5	.4	.4	.9	.2	.5	.5	.4	.1
Prior agreements	4.8	3.3	3.7	3.5	1.1	1.6	.4	1.0	.9	1.5	.5	1.0
Cost-of-living adjustment	3.8	2.3	2.5	2.4	1.5	1.2	1.2	1.1	1.1	1.8	1.3	1.4
Number of workers not receiving a wage change	.5	1.2	1.1	1.4	4.8	4.9	5.5	4.9	4.6	4.2	4.8	4.7

---

[1] Less than 0.05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.
p = preliminary.

Table 18. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	July 85	4.7	4.9	5.0	3.6	2.9
Northeast	July 85	5.1	5.0	5.7	4.0	4.9
Albany-Schenectady-Troy	September 85	3.4	7.5	3.1	2.9	3.1
Boston	August 85	5.5	5.0	4.8	4.2	5.5
Buffalo	October 84	5.0	6.1	4.6	5.4	4.4
Hartford	July 85	5.0	5.4	3.7	4.7	3.6
Nassau-Suffolk	August 85	5.6	5.6	2.4	4.7	4.9
Newark	January 86	5.0	6.4	5.2	4.7	3.7
New York	May 85	5.6	5.5	7.3	3.2	6.6
Northeast Pennsylvania	August 85	4.5	5.8	6.4	3.7	2.4
Paterson-Clifton-Passaic	June 85	6.3	4.5	–	5.0	5.9
Philadelphia	November 85	4.5	5.0	3.5	3.5	2.4
Pittsburgh	January 86	3.5	3.7	2.7	1.6	.4
Portland	December 85	4.9	4.9	–	4.6	5.0
Poughkeepsie	September 85	–	–	–	–	–
Poughkeepsie-Kingston-Newburgh	September 84	–	–	–	3.5	2.5
Providence-Warwick-Pawtucket	June 85	5.2	5.1	5.9	5.7	4.5
Trenton	November 85	4.8	4.9	–	3.9	–
Worcester	April 86	5.4	6.2	–	4.0	6.1
York	January 86	3.0	5.8	4.9	3.7	3.1
South	July 85	4.9	5.0	5.5	3.5	2.3
Atlanta	May 85	4.3	4.9	3.0	4.3	3.8
Baltimore	August 85	4.4	4.6	5.6	2.1	3.2
Chattanooga	September 85	4.2	–	–	2.5	1.3
Corpus Christi	July 85	–	–	–	2.9	1.6
Dallas-Fort Worth	December 85	5.3	5.6	5.6	3.1	2.0
Daytona Beach	August 84	–	–	–	–	–
Gainesville	September 85	–	–	–	–	–
Greensboro-Winston-Salem-High Point	August 85	4.2	4.3	6.0	4.7	3.3
Greenville-Spartanburg	June 85	6.2	2.6	7.0	4.1	3.2
Houston	May 85	4.7	3.2	5.1	2.8	1.5
Huntsville	February 86	–	–	–	4.4	6.9
Jackson	January 86	4.7	4.4	–	2.7	1.3
Jacksonville	December 85	4.9	5.1	–	3.4	2.7
Louisville	November 84	4.2	5.0	7.1	3.9	3.7
Memphis	November 84	5.2	5.2	–	4.2	3.7
Miami	October 85	4.8	7.2	–	3.8	1.7
New Orleans	October 85	3.9	5.1	–	2.8	1.6
Norfolk-Virginia Beach-Portsmouth	May 85	7.6	–	–	4.6	2.5
Oklahoma City	August 85	4.2	4.9	–	4.0	1.1
Richmond	June 85	5.7	6.1	6.3	4.7	3.0
San Antonio	May 85	6.3	5.9	–	4.7	–
Washington	March 85	5.4	5.2	–	4.6	2.5
Midwest	July 85	4.3	4.9	4.0	3.6	2.6
Chicago	March 85	4.6	5.7	5.1	3.4	1.7
Cincinnati	July 85	4.0	4.3	3.7	3.3	3.2
Cleveland	September 85	4.1	4.0	3.8	4.7	1.4
Columbus	October 95	5.2	5.2	4.6	3.2	2.4
Davenport-Rock Island-Moline	February 86	3.3	3.9	4.1	2.8	3.2
Dayton	December 85	4.0	5.2	5.3	2.4	2.6
Detroit	April 86	4.9	5.7	7.1	4.1	4.2
Gary-Hammond-East Chicago	November 84	–	4.8	4.6	3.5	–
Green Bay	August 85	–	5.7	–	4.7	3.7
Indianapolis	October 85	4.4	4.4	4.6	3.3	3.6
Kansas City	September 85	4.4	7.4	3.1	4.4	3.1
Milwaukee	May 86	4.1	3.8	3.3	3.0	2.2
Minneapolis-St. Paul	January 86	5.3	4.5	5.0	3.2	2.7
Omaha	October 85	4.2	2.5	–	3.4	2.9
Saginaw	November 84	–	–	–	–	5.0
St. Louis	March 86	4.0	5.6	3.9	3.6	1.9

Table 18. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
South Bend	August 85	5.4	3.5	–	3.7	4.4
Toledo	June 85	4.5	5.7	7.4	3.9	3.8
Wichita	April 86	4.3	3.9	1.6	2.1	0.1
West	July 85	4.2	4.4	5.4	3.3	3
Anaheim-Santa Ana-Garden Grove	October 85	4.6	4.3	7.2	4.4	2.2
Billings	July 85	4.6	–	–	2.3	3.3
Denver-Boulder	December 85	2.6	3.9	4.2	2.9	.9
Fresno	June 85	4.7	–	–	3.3	–
Los Angeles-Long Beach	October 85	4.5	5.5	6.1	3.3	–1.0
Portland	June 85	4.4	4.5	–	3.2	.7
Sacramento	December 85	4.9	–	–	2.8	–
Salt Lake City-Ogden	November 85	4.2	5.4	–	3.1	2.8
San Diego	December 85	3.9	3.7	3.5	4.2	2.6
San Francisco-Oakland	March 86	4.7	4.2	2.9	3.2	–.8
San Jose	March 86	3.9	3.6	–	1.3	3.0
Seattle-Everett	December 85	.9	2.4	–	2.4	4.0

NOTE: Dashes indicate that data are not adequate for publication.

Employment Cost Index
March 1986

The Employment Cost Index (ECI) increased 1.1 percent in the 3 months ended in March 1986. The December 1985-March 1986 increase was below the 1.3 percent gain in the same period a year ago. For the year ended March 1986, the ECI rose 4.1 percent, down from 4.8 percent for the year ended March 1985. The ECI measures changes in compensation costs, which include wages, salaries, and employer costs for employee benefits. (See tables 9-14, p. 44-49, for the statistical information discussed in this summary.)

Wages and salaries alone rose 4.2 percent over the year ended March 1986. The increase was higher for State and local government workers (5.5 percent) than for private industry workers (3.9 percent), who make up a great majority of employees covered by the ECI.

Over-the-year wage and salary increases in private industry were higher for white-collar workers (4.5 percent) than for blue-collar or service workers (both 3.4 percent). Among white-collar workers, pay gains ranged from 3.9 percent for professional and technical and clerical workers to 5.4 percent for managers and administrators. Blue-collar pay increases ranged from 2.8 percent for nonfarm laborers to 3.7 percent for craft workers.

March 1985-86 pay increases in private industry also were higher for workers in service-producing industries (4.5 percent) than for those in goods-producing industries (3.3 percent). Among goods-producing industries, increases ranged from 2.4 percent in construction to 3.7 percent in nondurable goods manufacturing. Pay gains in service-producing industries ranged from 3.3 percent in health services to 4.9 percent in wholesale trade.

Pay increases for nonunion workers (4.3 percent) exceeded those of union workers (3.2 percent) during the March 1985-86 period. This relationship held in goods-producing industries (3.6 percent compared with 2.8 percent), as well as in service-producing industries (4.7 and 3.9 percent, respectively). Since the year ended December 1983, over-the-year pay gains for nonunion workers have consistently outpaced those of union workers.

The March 1986 ECI level stood at 130.6 for compensation costs, based on June 1981 = 100. The ECI covers private industry workers (excluding farms and households) and State and local government workers. It is not seasonally adjusted.

This summary presents, for the first time, estimates of compensation cost change for the following occupational categories: professional and technical workers, managers and administrators, clerical workers, craft workers, operatives, and nonfarm laborers.Also shown for the first time are measures of compensation cost change for workers in durable and nondurable manufacturing, construction, and retail trade.

Beginning with the summary for June 1986, ECI estimates will be based on fixed employment counts from the 1980 Censusof Population rather than from the 1970 census , as in the past. The updating of ECI weights is described in, "Introducing new weights for the Employment Cost Index," *Monthly Labor Review, pp. 22-27.*

Calendar of Features

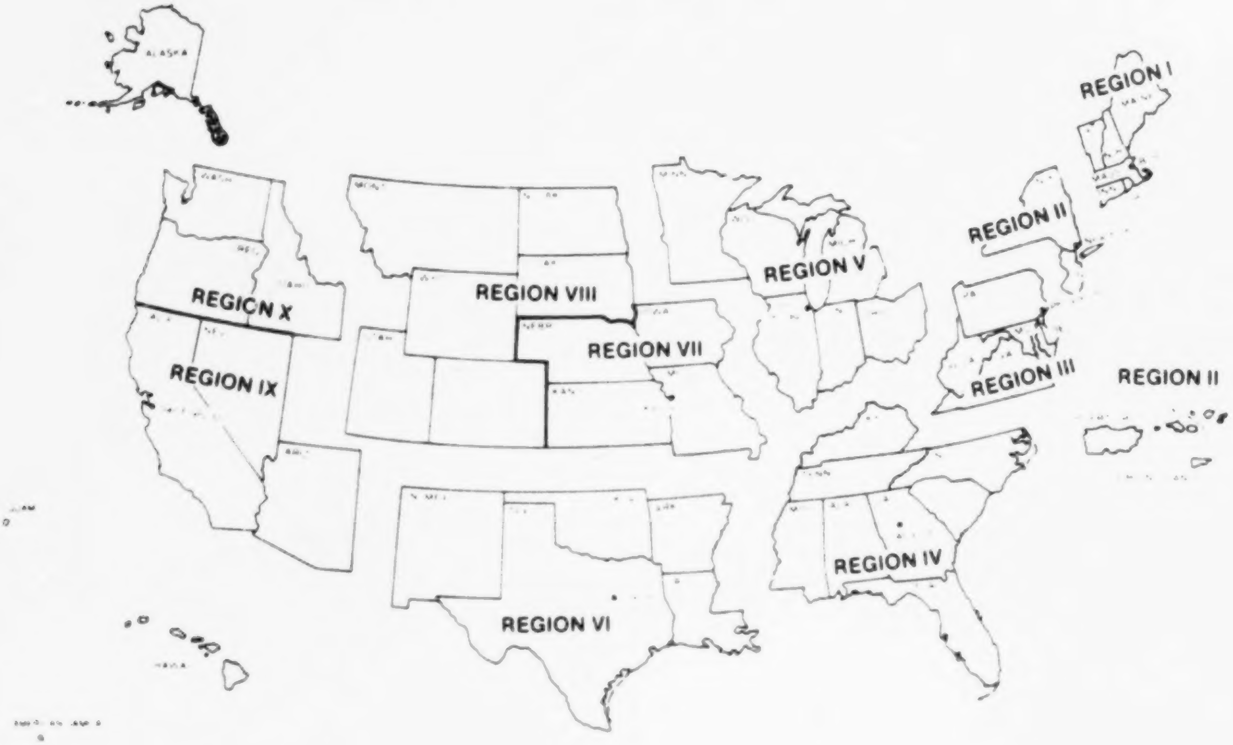
In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1985							1986				
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May
Major bargaining settlements in private industry	x			x							x	x
State and local government settlements				x								x
Employment Cost Index quarterly article	x			x			x			x		
Employment Cost Index historical table												x
Major work stoppages in 1985										x		
Other articles						x[1]				x[2]		
Index to wage and benefit changes in preceding year									x			

[1] Collective bargaining activity in 1986.

[2] Union membership of employed wage and salary workers.

Bureau of Labor Statistics Regional Offices


REGION I
REGION II
REGION V
REGION X
REGION VIII
REGION VII
REGION IX
REGION III
REGION II
REGION IV
REGION VI

Region I
John F. Kennedy Federal Building
Government Center
Boston, Mass. 02203
Phone: (617) 223-6761

Region II
Suite 3400
1515 Broadway
New York, N.Y. 10036
Phone: (212) 944-3121

Region III
3535 Market Street
P.O. Box 13309
Philadelphia, Pa. 19101
Phone: (215) 596-1154

Region IV
1371 Peachtree Street, N.E.
Atlanta, Ga. 30367
Phone: (404) 347-4418

Region V
9th Floor
Federal Office Building
230 S. Dearborn Street
Chicago, Ill. 60604
Phone: (312) 353-1880

Region VI
Federal Building
525 Griffin St., Rm. 221
Dallas, Tex. 75202
Phone: (214) 767-6971

Regions VII and VIII
911 Walnut Street
Kansas City, Mo. 64106
Phone: (816) 374-2481

Regions IX and X
450 Golden Gate Avenue
Box 36017
San Francisco, Calif. 94102
Phone: (415) 556-4678

U.S. Department of Labor
Bureau of Labor Statistics
Washington, D.C. 20212

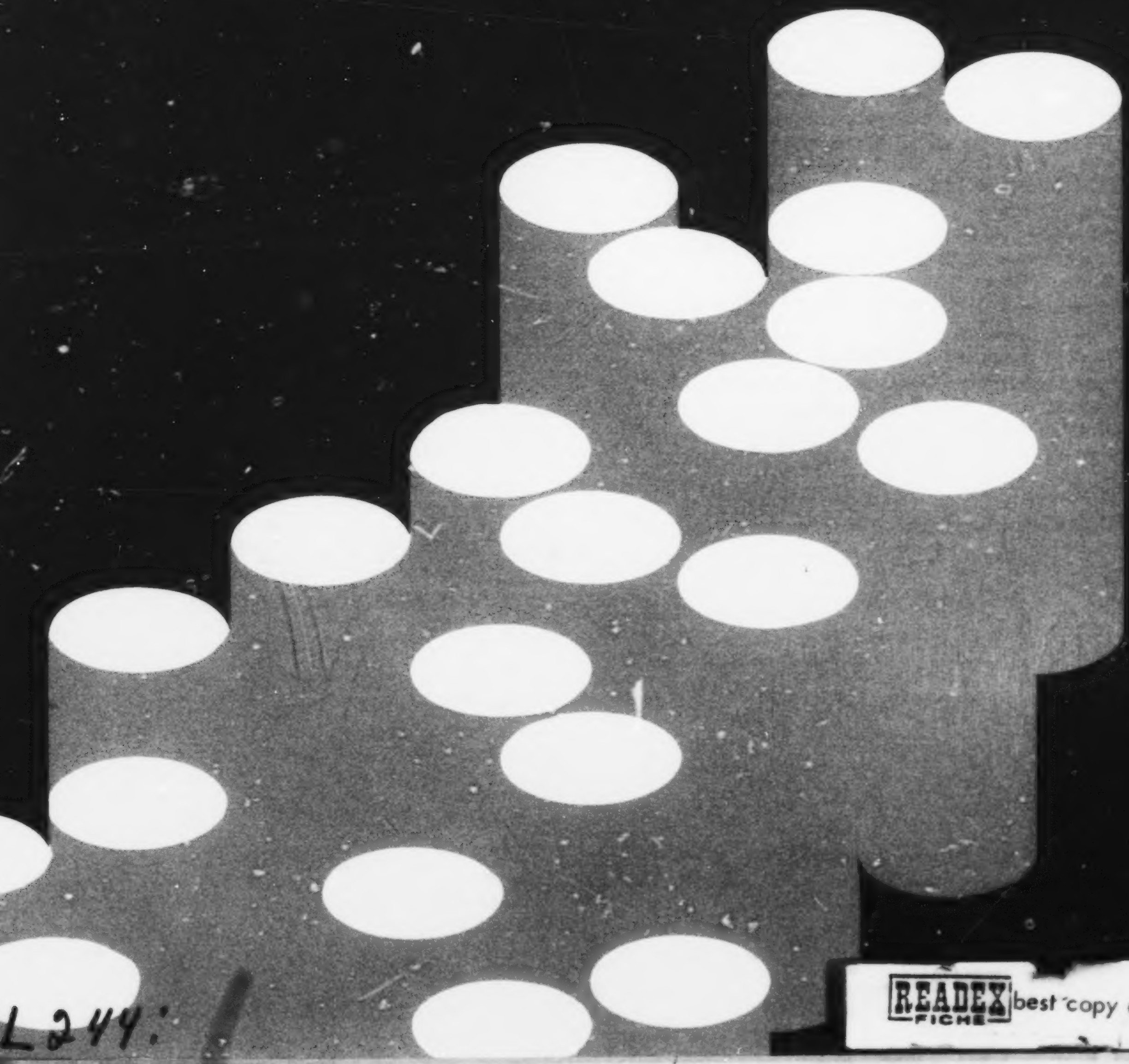
Official Business
Penalty for private use, $300

Second-Class Mail
Postage and Fees Paid
U.S. Department of Labor
ISSN 0192-8163

CWD

CURRENT WAGE DEVELOPMENTS

U.S. Department of Labor
Bureau of Labor Statistics
July 1986



READEX FICHE best copy available

L 2.44: /

U.S. DEPARTMENT OF LABOR
William E. Brock, Secretary

BUREAU OF LABOR STATISTICS
Janet L. Norwood, Commissioner

Office of Wages and Industrial Relations
George L. Stelluto, Associate Commissioner

Current Wage Developments is a monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. It is prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

This publication is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $21 domestic; $26.25 foreign. Single copy $2 domestic; $2.50 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through May 30, 1987. Second-class postage paid at Washington, D.C. and at additional mailing offices.

Unless identified as copyrighted, articles and tabulations in this publication are in the public domain and may be reproduced without permission of the Federal Government. Please credit *Current Wage Developments*, Bureau of Labor Statistics.

ISSN 0192-8163

Regional Commissioners for Bureau of Labor Statistics

Region I—Boston: *Anthony J. Ferrara*
1603 John F. Kennedy Federal Building, Government Center,
Boston, Mass. 02203
Phone: (617) 223-6761
Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

Region II—New York: *Samuel M. Ehrenhalt*
1515 Broadway, Suite 3400, New York, N.Y. 10036
Phone: (212) 944-3121
New Jersey
New York
Puerto Rico
Virgin Islands

Region III—Philadelphia: *Alvin I. Margulis*
3535 Market Street
P.O. Box 13309, Philadelphia, Pa. 19101
Phone: (215) 596-1154
Delaware
District of Columbia
Maryland
Pennsylvania
Virginia
West Virginia

Region IV—Atlanta: *Donald M. Cruse*
1371 Peachtree Street, N.E., Atlanta, Ga. 30367
Phone: (404) 347-4418
Alabama
Florida
Georgia
Kentucky
Mississippi
North Carolina
South Carolina
Tennessee

Region V—Chicago: *Lois L. Orr*
9th Floor, Federal Office Building, 230 S. Dearborn Street,
Chicago, Ill. 60604
Phone: (312) 353-1880
Illinois
Indiana
Michigan
Minnesota
Ohio
Wisconsin

Region VI—Dallas: *Bryan Richey*
Federal Building, Room 221
525 Griffin Street, Dallas, Texas 75202
Phone: (214) 767-6971
Arkansas
Louisiana
New Mexico
Oklahoma
Texas

Regions VII and VIII—Kansas City: *Gunnar Engen*
911 Walnut Street, Kansas City, Mo. 64106
Phone: (816) 374-2481
VII
Iowa
Kansas
Missouri
Nebraska
VIII
Colorado
Montana
North Dakota
South Dakota
Utah
Wyoming

Regions IX and X—San Francisco: *Sam M. Hirabayashi*
450 Golden Gate Avenue, Box 36017,
San Francisco, Calif. 94102
Phone: (415) 556-4678
IX
American Samoa
Arizona
California
Guam
Hawaii
Nevada
Trust Territory of the Pacific Islands
X
Alaska
Idaho
Oregon
Washington

Current Wage Developments

July 1986
(Includes data through June 1986)
Volume 38 Number 7

Editors: George Ruben, Olivia G. Amiss

In this issue:

Wage Highlights 1
Selected wage and benefit changes 4
  Manufacturing 4
    Food and kindred products 4
    Textile mill products 4
    Apparel and other textile products 4
    Lumber and wood products 4
    Paper and allied products 5
    Chemicals and allied products 5
    Petroleum and coal products 5
    Rubber and miscellaneous plastics products . 6
    Leather and leather products 6
    Stone, clay, and glass products 6
    Primary metal industries 6
    Fabricated metal products 7
    Machinery, except electrical 8
    Electrical and electronic equipment 8
    Transportation equipment 9
  Nonmanufacturing 11
    Mining 11
    Construction 11
    Transportation and public utilities 20
    Wholesale and retail trade 23
    Services 25
    Public administration 32
Work stoppages 39
Major agreements expiring in August 41
Statistics on compensation changes 42
  Definition of terms 42
  Tables 44
Calendar of features 62

Wage Highlights

Bethlehem Steel settles. The third settlement in the round of bargaining in the steel industry occurred in late May, when Bethlehem Steel Corp. and the United Steelworkers agreed on a 37-month contract for 30,000 employees. Reflecting the breakup of the major companies' united bargaining front and the union's recognition of the variations in the competitive problems facing the individual companies, the Bethlehem terms varied from the leadoff LTV Steel and National Steel accords. (See *Current Wage Developments,* June 1986, p. 1.)

The Bethlehem contract, which the workers approved by a vote of 11,600 to 8,369, calls for a cut in compensation totaling $1.97 an hour. According to the union, this reduced average hourly labor costs to between $22.50 and $23. The wage portion of compensation was cut 8.1 percent or an average of 98.6 cents an hour.

As at LTV Steel, the settlement provides for a plan under which the employees' wage and benefit sacrifices will be repaid in cash or shares of a new issue of dividend-bearing stock. Under the plan, retirees and employees will receive annual payments from an allocation equal to 10 percent of profits up to $100 million and 20 percent of any excess. If this is not enough to offset the employees' sacrifices, the balance will be in shares of the stock.

As in the earlier accords, the Bethlehem settlement establishes a gain-sharing approach permitting local unions and management to develop plans for distributing cash to employees based on one or more of the following:

- Tons of steel shipped.
- Work hours per ton.
- Quality of product.
- Reductions in nonlabor costs attributable to employee efforts or initiative.

The plans may include inducements—such as improved early retirement benefits and severance payments—in exchange for negotiated reductions in the work force but Bethlehem is not permitted to contract out any of the work that had been performed by departing employees.

Among the cost reducing contract changes accepted by the union were:

- Suspension of the provision for automatic quarterly cost-of-living pay adjustments.

- Elimination of three paid holidays.

- Time and one-quarter premium pay for Sunday work instead of time and one-half.

- Exclusion of overtime, Sunday premium, and shift premiums from calculation of vacation pay. (Unlike LTV Steel, the duration of vacations was not reduced.)

Elsewhere in the industry, negotiations with United States Steel Corp. began on June 12. Talks were already under way at Armco Inc. and Inland Steel Co., which were also attempting to settle well in advance of the August 1 termination date of their current agreements.

Utility settlements. In Massachusetts, members of the Utility Workers union ended their 1-month strike against Boston Edison Co. after ratifying 4-year contracts. Terms, which were similar for the three units of workers, included pay increases of 5 percent in the first year, 4.75 in the second and third years, and 4.5 percent in the final year. The shift differential also was raised by 5 cents an hour in each year, bringing it to 70 cents.

The pension plan was revised to permit 30-year employees to retire at age 60 at unreduced benefit rates. Previously, the age requirement was 62. The plan also was revised to permit immediate retirement for 15-year employees who become disabled and are not able to perform the duties of their job or a similar job. If the company doctor and the employee's doctor are unable to agree on the extent of the disability, the decision will be made by a specialist recommended by the American Medical Association. Previously, such rulings were made by a review board, which required 100 percent disability. In another change, if an employee with at least 10 years of service dies, his or her spouse will be entitled to a survivorship benefit. Previously, the minimum requirement was 20 years of service.

A major area of concern in the talks was resolved when the parties agreed to establish a joint safety committee. Its first task is to oversee installation of a fire sprinkler system and removal of asbestos from the building where about 25 percent of the 2,800 employees work.

Other contract changes include doubling of accidental death and dismemberment insurance coverage to $200,000; 5-year pay rate retention for disabled employees demoted to lower-paying jobs because of inability to perform current duties; a switch to a health insurance plan containing various requirements designed to contain premium cost increases; and extension to clerical employees of grievance and arbitration procedures for resolving disputes over contracting out of work.

In the Washington, DC, area, 1,800 employees were covered by a 3-year agreement between the Washington Gas Light Co. and the International Gas Workers Union and the Office and Professional Employees. The settlement ended a 3-week strike, the first since a 17-day stoppage in 1961.

Wages were raised by 4.25 percent at the beginning of the first and second years and by 4.7 percent at the beginning of the third year. The 4.7-percent increase is subject to renegotiation if the Consumer Price Index rises 5.5 percent or more between March 1987 and March 1988. The company responded to the workers' concern over job security by promising to make every effort to avoid layoffs during the contract period, which ends in May 1989.

Elsewhere, Consolidated Edison Co. of New York City and the Utility Workers Union agreed on a 3-year contract for 14,500 workers. It provides for 4 percent wage increases in June of 1986, 1987, and 1988. The employees also received an immediate $100 lump-sum payment for ratifying the accord before June 22. The contract also provides for a $250 annual allowance for employees who use their cars on the job; a choice of three health insurance plans (previously, only one plan was available), and a choice of two dental plans (previously, there was only one plan); and improved early retirement benefits.

Grocery chain settles. In New York State, a 3-year settlement between P&C Food Markets, Inc., and Food and Commercial Workers Local 1 does not provide for a wage increase in the first year but the 4,200 workers will receive lump-sum payments later. The payments—quarterly in the second year and semiannual in the third year—will be calculated at 30 cents for each work, vacation, and holiday hour for full-time employees and at 15 cents for part-time employees. At the time of settlement, pay rates were $11.85 an hour for top-rated meatcutters. Top rates for clerks were $10.325 an hour for those hired before May 23, 1983, and $8.80 for those hired later.

Cost reducing changes won by the 66 stores included:

- Elimination of the cost-of-living pay adjustment clause.

- Time and one-half pay for part-time employees working on holidays, instead of the previous double time. (Full-time employees will continue to receive double-time for working any of the six national holidays.)

- Time and one-half pay for full-time employees working on Sundays (was double-time) and straight time plus $1 an hour for part timers (was time and one-half).

- Time and one-half for hours worked in excess of 30 a week by part timers (was double-time).

- Eligibility of part timers for health insurance after 6 months' service (was 3 months).

Ohio police accord. After 8 months of negotiations, the State of Ohio and the Fraternal Order of Police agreed on an initial contract for 1,100 highway patrol officers and related employees. According to a union official, the length of negotiations resulted because they were the first under the collective bargaining law adopted by the State in 1984, rather than from major differences over issues.

Two provisions of the settlement were accepted by the Ohio State Legislature only after they were modified by the negotiators. One of the provisions would have created a 2,080 hours a year "time bank" union officers could draw from while on union business. Instead, 3,000 hours of unpaid leave time will be available each year. The other provision, to double life insurance coverage for all troopers, was modified to provide for doubled coverage of troopers killed in the line of duty. Coverage for other employees will continue to equal their annual wage.

Pay for the seven job categories, which ranged from $7.21-$8.16 an hour for radio dispatchers to $9.23-$11.54 for the troopers, was increased by 5 percent retroactive to March 20, 5 percent on January 1, 1987, 4 percent on July 1, 1987, and 4 percent on July 1, 1988.

In January 1988, the State's payment for health insurance will increase to $80.70 a month for single employees and $192.50 for family coverage, rising to $85.58 and $202.22, respectively, a year later.

The union official also said that the accord includes a "fair share" provision under which all employees will be required to pay $16 a month to the union when its membership reaches 60 percent of the employees in the unit. He said that membership was already close to 60 percent.

New service settles. New UPI, Inc., the successor to financially-troubled United Press International, negotiated a 1-year contract with the Wire Service Guild that provides job and wage protection for the 750 employees remaining in the bargaining unit. Since 1984, when the union agreed to a 25 percent pay cut to aid the news service, which is operating under protection of a bankruptcy court, hundreds of other employees have lost their jobs. The new owners of the news service are Mario Vasquez-Rana, a Mexican newspaper publisher, and Joe E. Russo, a Houston, TX, financier.

Under the accord, which runs to April 20, 1987—

- Wages are set at 105 percent of the levels in effect immediately prior to the cut.

- Company debts to the union and the employees will be paid in full, compared with 40 percent to most other creditors.

- New UPI will not reduce the number of full-time permanent employees in the unit during the agreement term. It will also consider the possibility of increasing the work force.

- A profit-sharing plan will be established.

- New UPI will invest $15 million in new equipment over the next 2½ years.

Selected Wage and Benefit Changes

Current provisions of collective bargaining agreements are summarized below. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements.

Coverage generally is limited to actions affecting 1,000 workers or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
	MANUFACTURING	
FOOD AND KINDRED PRODUCTS		
Wholesale Bakers' Group Los Angeles, CA Bakery, Confectionary and Tobacco Workers—1350	See next column 5/1/86	3-year agreement negotiated 6/10/86 also provides: $300 lump sum on 5/1/86, 35 cents wage increase on 5/1/87 and 45 cents on 5/1/88; 5 extra days pay or vacation (was 3); see CWD May 1985.
TEXTILE MILL PRODUCTS		
Cone Mills Corp., White Oak Plant Greensboro, NC Clothing and Textile Workers—2,000	See next column 6/1/86	3-year agreement negotiated 5/25/86 provided: no changes in wages or benefits; see CWD July 1985.
APPAREL AND OTHER TEXTILE PRODUCTS		
Pleaters, Stitchers, and Embroiders Assn. Inc.; Covered Button Assn. of NY; and Associated Manufacturers of Tubular Piping and Trimmings New York, NY Ladies' Garment Workers—3,300	35 cents 7/1/86	Deferred increase negotiated 7/18/85 (CWD Sept. 1985).
LUMBER AND WOOD PRODUCTS		
Potlatch Corp. Idaho Woodworkers—1,200	See next column 12/1/85	4-year agreement negotiated 12/1/85 under unscheduled reopener which provided: $1.75 per hour wage decrease on 12/1/85; and loss of 5 holidays (was 12); see CWD June 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
LUMBER AND WOOD PRODUCTS—Continued		
Roseburg Lumber Co. Oregon Woodworkers; Lumber Production and Industrial Workers—2,800	4.5 percent 1/1/88	Agreement negotiated in 7/85 under unscheduled reopener and running to 5/31/88 also reduced paid vacation to 9 days (was 12); see CWD June 1985.
American Forest Products California Woodworkers; Lumber, Production and Industrial Workers—2,200	See next column 12/1/85	3-year agreement negotiated 12/1/85 also provided: 4.5-percent wage increase on 1/1/88; 6 vacation days (was 9); incremental vacation pay eliminated; established $7 hour starting rate; see CWD June 1985.
PAPER AND ALLIED PRODUCTS		
Hammerhill Paper Co. Erie, PA Paperworkers—1,225	See next column 6/10/86	4-year agreement negotiated 6/10/86 also provided: $750 lump sum on 6/10/86, 2 percent wage increase on 6/10/87, $750 lump sum on 6/10/88, and 30 cent wage increase on 6/10/89; pension benefits increase of 50 cents per month per year of service (was $14.00), sickness and accident benefits increases of $5 per week (was $160) and life insurance benefits increase of $500 (was $14,000) on 6/10/87, 6/10/88 and 6/10/89; see CWD June 1985.
Champion International Corp. Pasadena, TX Paperworkers—900	No wage increase 5/19/86	2-year agreement negotiated 5/14/86 provided: $1,000 lump-sum payment on 5/19/86; comprehensive health and welfare financing of $150 per individual (was $50) and $300 per family (was $150) yearly deductible with 80 percent of other costs paid by company up to maximum employee yearly payment of $1,200 per individual and $1,650 per family; see CWD May 1985.
Proctor and Gamble, Paper Products Co. Green Bay, WI Paperworkers—1,370	See next column 5/1/86	3-year agreement negotiated 6/16/86 also provided: wage increase of 4 percent on 5/1/86 and 3½ percent on 5/1/87 and 5/1/88; dental plan maximum benefit upgraded to $1200 (was $1000); sickness and accident increases each year to $287, $294 and $301 per week (was $266 per week); health deductibles increased to $75 year for single employees (was $50) and $150 for family (was $100); early retirement available at age 58 in first year and age 55 in second year; see CWD May 1985.
CHEMICALS AND ALLIED PRODUCTS		
North American Rayon Corp., Elizabethon Viscose Plant Elizabethon, TN Textile Workers (UTWUA) 1,200	No wage change 4/1/86	3-year agreement negotiated 12/23/85 also provided: new employees begin work at $4 per hour, progress to $4.50 after 6 months, and to top rate after additional 6 months; life insurance not issued to new employees; wage reopener on 3/31/87; see CWD April 1985.
Rockwell International Corp., Hanford Operations Richland, WA Hanford Trades Council —2,000	See next column 4/7/86	2-year agreement negotiated 4/23/86 also provided: 2-percent increases on 4/7/86 and 4/6/87; continued annual cost-of-living adjustments; see CWD Apr. 1985.
PETROLEUM AND COAL PRODUCTS		
Exxon Co., USA Div. Baton Rouge, LA Baton Rouge Oil and Chemical Workers Union (Ind.)—2,000	No immediate increase 4/1/86	2-year agreement negotiated 4/5/86 also provided: $1,000 lump-sum payment 4/86; 2 percent wage increase 1/87; no recent listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS		
Plastic and Metal Products Manufacturers New York, NY Ladies' Garment Workers —4,500	25 cents 7/1/86	Deferred increase negotiated 6/85 (CWD Aug. 1985).
General Motors Corp. Dayton, OH Rubber Workers—4,000	6 cents decrease	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
LEATHER AND LEATHER PRODUCTS		
Southern California Shoe Manufactures Assn., Inc. Los Angeles, CA area Clothing and Textile Workers —850	No change 5/1/86	2-year agreement negotiated 5/7/86 also provided: wage reopener 2/87; improved health insurance; see CWD July 1984.
STONE, CLAY, AND GLASS PRODUCTS		
Owens-Corning Fiberglas Corp. Aiken, SC Teamsters (Ind.)—1,250	No immediate increase 5/5/86	3-year agreement negotiated 5/5/86 also provided: $1,100 lump-sum payment 5/22/86, and 4-percent increase on 5/5/87 and 5/5/88; continued quarterly cost-of-living adjustments of 1 cent for each .5 point change in BLS-CPI-W after the index rises above 7 percent each contract year; $40 safety shoe allowance each January and July; increased retention rights for laid-off employees; no recent listing.
PRIMARY METAL INDUSTRIES		
Bethelehem Steel Corp. Various locations Steelworkers—30,000	8.09 percent decrease 7/1/86	37-month agreement negotiated 6/86 also provided: cost-of-living adjustment clause suspended for duration of agreement; established profit sharing and stock ownership plan; 7 paid holidays (was 10); $18.50 to $21.50 pension rate (was $17.50 to $20.50) for each year of service 7/1/86; established a prohibition against contracting out; see Wage Highlights; see CWD Feb. 1986.
National Steel Corp. Various locations Steelworkers—7,200	53 cent decrease 5/1/86	39-month agreement negotiated 4/86 also provided: cost-of-living adjustment clause suspended for duration of agreement; established a profit-sharing plan which will pay a minimum annual bonus of 50 cents per hour worked during the year and a maximum of $1.75; established an employment security provision which prohibits layoffs; suspended company payment to Supplemental Unemployment Benefits fund until it is drawn down to its required level; established a Cooperative Partnership Program; see Wage Highlights of May 1986 issue; see CWD Feb. 1986.
Jones & Lauglin Steel Corp. Various locations		Correction: 45 cent deferred payment scheduled for 2/1/86 was not made, contrary to what was reported in the February 1986 issue; see below.
LTV Steel Corp. Various locations Steelworkers—30,500	$1.14 decrease 4/1/86	40-month agreement negotiated 4/86 also provided: cost-of-living clause suspended for duration of agreement; established profit-sharing and stock-ownership plan; 7 paid holidays (was 10); eliminated 1 week of paid vacation for employees currently eligible for at least 2 weeks; vision care terminated 5/1/86; reduced sickness and accident benefits to a range of $175-$229 a week; established a prohibition against contracting out of jobs; see Wage Highlights of May 1986 issue; see CWD Feb. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Atlantic Steel Co. Atlanta, GA Steelworkers—975	7 cent decrease 5/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Stockman Valves & Fittings, Inc. Birmingham, AL Steelworkers—1,075	12 cents 6/13/86	2-year agreement negotiated 6/13/86 under wage and benefit reopener; see CWD July 1985.
Penn-Dixie Steel Corp. Kokomo, IN Steelworkers—1,100	7 cent decrease 5/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Wagner Castings Co. Decatur, IL Allied Industrial Workers —1,000	No wage increase 11/9/85	42-month agreement negotiated 1/85 also provided: quarterly cost-of-living adjustment continued providing 1 cent for each .4 point change in BLS-CPI-W (1967 = 100); established two tier wage rate for new hires; increased deductible for health insurance; see below.
Wagner Castings Co. Decatur, IL Allied Industrial Workers —1,000	9 cent decrease 6/1/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Laclede Steel Co. Alton, IL Steelworkers—2,000	6 cent decrease 5/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Mueller Brass Co. Port Huron, MI Automobile Workers—1,000	9 cent decrease 6/1/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
FABRICATED METAL PRODUCTS		
Continental Group, Inc. and American Can Co. Various locations Machinists—2,900	10 cents 4/1/86	3-year agreement negotiated 4/86 also provided: 8 cents 4/1/87 and 7 cents 4/1/88; quarterly cost-of-living adjustment continued at 1 cent for each .3 point change in BLS-CPI-W (1967 = 100); $19.50-$23.50 month (was $18.50-$22.50) pension for every year of credited service effective 4/1/86 increasing to $20.50-$24.50 4/1/87 and $21.50-$25.50 4/1/88; see CWD Apr. 1986.
Wyman-Gordon Co., Inc. Worcester and North Grafton, MA Steelworkers—1,250	2 cents 5/1/86	Automatic semiannual cost-of-living adjustment; see CWD May 1986.
Atlas Crankshaft Corp. Fostoria, OH Automobile Workers—1,250	7 cent decrease 6/1/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Master Lock Co. Milwaukee, WI Automobile Workers—1,050	3½ percent 6/2/86	3-year agreement negotiated 6/1/86 also provided: 3 percent 5/31/87 and 2 percent 5/29/88; automatic semiannual cost-of-living adjustment suspended until 7/88 when it will resume providing 1 cent for each .4 change in BLS-CPI-W (1967 = 100); shift premium increased by 6 cents for second and third shifts; $14-$15 (was $12.75-$14.00) a month pension per year of service 6/88, increasing to $15-$16 6/87 and $16-$17 6/88; added dental coverage; increased life insurance; established an employee assistance program; see CWD May 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FABRICATED METAL PRODUCTS—Continued		
Rockwell International Corp., Atomic International Div., Rocky Flats Plant Golden, CO Steelworkers—3,000	9 cent decrease 6/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Norris Industries Vernon, CA Automobile Workers—1,800	.45 percent 4/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
MACHINERY, EXCEPT ELECTRICAL		
J.I. Case E. Moline & Hinsdale, IL; St. Paul, MN Automobile Workers—1,200	7 cent decrease 6/1/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
Outboard Marine Corp., Johnson Division Waukegan, IL Independent Marine and Machinists' Assn. (Ind.) —1,700	8 cent decrease 6/1/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
Sealed Power Corp. Muskegon, MI Automobile Workers—1,000	6 cent decrease 6/1/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
Harnischfeger Corp. Milwaukee, WI Steelworkers—1,050	6 cent decrease 6/1/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Tecumseh Products Co. Lauson Engine Div. New Holstein, WI Machinists—1,000	10 cent decrease 6/1/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
ELECTRICAL AND ELECTRONIC EQUIPMENT		
Champion Spark Plug Co. National Automobile Workers—2,150	3 cent decrease 6/1/86	Automatic quarterly cost-of-living adjustment; 6 cent cost-of-living decrease was effective 3/1/86; see CWD May 1986.
Prestolite, Div. of Eltra Corp. National Automobile Workers—1,200	9 cent decrease 6/1/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
General Motors Corp. NY, NJ and OH Electronic Workers—24,000	6 cent decrease 6/1/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
Leviton Mfg. Co. Hillsgrove, RI Electrical Workers (IBEW) —1,500	20 cent 5/1/86	Automatic annual cost-of-living adjustment; see CWD Sept. 1985.
The Hoover Co. West Canton, OH Electrical Workers (IBEW) —2,800	9 cent decrease 4/1/86	Automatic quarterly cost-of-living adjustment; see CWD June 1986.
Design and Manufacturing Corp. Connersville, IN Automobile Workers—1,500	9 cent decrease 6/1/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
Zenith Electronics Co. Evansville, IN Electronic Workers—1,100	3 cents 6/1/86	Automatic semiannual cost-of-living adjustment; see CWD July 1985.
Magic Chef, Inc., Admiral Div. Galesburg, IL Machinists—1,700	See next column 4/1/86	3-year agreement negotiated 4/7/86 also provided: 4/1/86 lump-sum payment calculated at 25 cents for each hour worked from 4/1/85-4/1/86 and 4/1/87 payment calculated at 25 cents for hours worked from 4/1/86-4/1/87; 20 cent wage increase on 4/1/88; employee medical contribution introduced including $30 month for 2 or more dependents, $20 month for 1 dependent and $10 month for single employees; see CWD Sept. 1985.
TRANSPORTATION EQUIPMENT		
General Motors Corp. Various locations Automobile Workers—350,000	6 cents decrease 6/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Ford Motor Co. Various locations Automobile Workers—100,000	6 cents decrease 6/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986
Chrysler Corp. (hourly employees) National Automobile Workers—63,000	6 cents decrease 6/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Chrysler Corp. (salaried employees) National Automobile Workers—6,300	6 cents decrease 6/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
General Dynamics Corp., Land Systems Div. National Automobile Workers—5,000	6 cents decrease 6/86	Automatic quarterly cost of living adjustment; see CWD May 1986.
Budd Co. National Automobile Workers—6,300	6 cents decrease 6/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
General Dynamics, Convair Div. National Machinists—4,400	3 percent 7/86	Deferred increase negotiated 7/84 (CWD Oct. 1984); see CWD May 1986.
Dana Corp. Various locations Automobile Workers—7,000	6 cents decrease 6/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Allied/Bendix Corp. MI; IN; NJ; NY; and CA Automobile Workers—4,800	See next column 5/15/86	3-year agreement negotiated 5/86 provided: $700 lump-sum bonus payments in 5/86, 5/87 and 5/88; quarterly cost-of-living adjustments of 1 cent for each 0.26 point movement in the BLS-CPI continued—beginning 7/86 2 cents diverted from first eight adjustments with amounts generated beginning 7/4/88-4/1/89 paid in a lump sum on 4/14/89; 50 cents of current 71 cents COLA float incorporated into base wage rates; $20.50 (was $18.45) month pension benefit rate; $1,100 month (was $935) early retirement supplement; see CWD Feb. 1986.
Mack Truck, Inc. Hagerstown, MD; Allentown and Macungie, PA; and Bridgewater, NJ Autombile Workers—9,200	6 cents decrease 6/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
Rockwell International Corp. Los Angeles and Santa Susana, CA; Columbus, OH; and Tulsa and McAlester, OK Automobile Workers—16,000	3 percent 7/5/86	Deferred increase negotiated 7/84 (CWD Sept. 1984); see CWD May 1986.
Fairchild Republic Co. Farmingdale, NY Machinists—1,000	2.3 percent 7/86	Deferred increase negotiated 7/85 (CWD Oct. 1985); see CWD May 1986.
Avco Corp., Aerostructure Div. Nashville, TN Machinists—2,100	13 cents decrease 5/86	Automatic quarterly cost-of-living adjustment; see CWD Jan. 1986.
Jeep Corp. Toledo, OH Automobile Workers—6,000	6 cents decrease 6/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Motor Wheel Corp. Lansing, MI Allied Industrial Workers—1,150	See next column 6/1/86	3-year agreement ratified 6/10/86 provided: 25 cents advanced COLA in 6/86, 10 cents advanced COLA in both 6/87 and 6/88, revised COLA formula to provide quarterly adjustments of 1 cent for each 0.4-point (was .35) movement in the BLS-CPI beginning 7/86; 41 cents of COLA float folded into base rates; set shift differential at 63 cents 2d and $1.26 for 3d shift (was 5 percent and 10 percent) 34 holidays (was 39) over life of contract; $20 month (was $17) pension benefit rate; $200 week (was $155) accident and sickness benefit; $13,500 (was $12,500) life insurance for active employees 6/87 increasing to $15,000 6/88; $13,500 accidental death and dismemberment (was $10,000) 6/1/87 increasing to $15,000 6/1/88; cost-containment feature; see CWD May 1986.
American Motors Corp. Kenosha and Milwaukee, WI Automobile Workers—8,000	6 cents decrease 6/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Teledyne Industries, Inc., Ryan Aeronautical Div. San Diego, CA Automobile Workers—1,500	3 cents 7/86	Guaranteed cost-of-living adjustment; see CWD June 1986.
New United Motors Manufactures, Inc. Fremont, CA Automobile Workers—1,200	6 cents decrease 6/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Rohr Industries, Inc. Riverside, CA Machinists—4,200	5 cents decrease 6/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
General Dynamics Corp., Pomona Div. Pomona, CA Machinists—3,000	1 cent 6/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
NONMANUFACTURING		
MINING		
Bituminous Coal Operators Association and other operators Various States United Mine Workers—105,000	5 cents 7/1/86	Deferred increase negotiated 9/27/84 (CWD Nov. 1984); see CWD Apr. 1986.
Homestake Mining Co. Lead, SD Steelworkers—1,150	See next column 6/1/86	3-year agreement negotiated 5/31/86 provided: $500 lump sums on both 6/1/86 and 12/1/86; 3 percent pay increase on both 6/1/86 and 6/1/88; gold bonus of 0-$1.30 (was $1.26) per hour if spot market value of gold between $450-$575 (was $500-$585) per troy ounce and 5 cents each $5 increment (was 7 cents); $15-$17 hour (was $14.50-$16.50) pension rate, increasing to $15.50-$17.50 on 6/1/87, and to $16.50-$18.50 on 6/1/88; $178.50 week (was $171.50) sickness and accident, increasing to $185.50 in 2d and to 192.50 in 3d years; see CWD Oct. 1985.
CONSTRUCTION		
Pipe Line Contractors Assn. National Plumbers and Pipefitters—5,000	$2.28 hour—journeymen welders; $1.08—helpers 5/1/86	Deferred increases under 2-year agreement negotiated 1 year early in 5/85 which provided no wage or benefit changes in 1st contract year; 5/1/86 pay increases included 28 cents an hour diverted from employer payment to health and welfare fund (was $3.08 hour); see CWD May 1984.
Associated General Contractors of Massachusetts, Inc.; Building Trades Employers Assn. of Boston and Eastern Massachusetts Boston, MA Iron Workers—1,800	45 cents 7/1/86	Deferred increase negotiated 7/14/85 (CWD Aug 1985); see CWD Jan. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. Rhode Island Carpenters and Joiners—1,500	55 cents 6/2/86	3-year agreement negotiated 6/86 also provided: 50 cents effective 1/5/87, 55 cents 6/1/87, 50 cents 1/4/88, 55 cents 5/30/88, and 50 cents 1/2/89 with distribution between wages and benefits to be determined later; see CWD Aug. 1985.
Associated General Contractors of New York, Inc; and Nassau Suffolk Contractors Assn., Inc. New York and New Jersey Carpenters and Joiner—2,000	$1.00 7/1/86	Deferred increase negotiated 6/27/84 (CWD Aug. 1984); see CWD Oct. 1985.
The Cement League and independent contractors New York, NY Laborers—900	$1.17 7/1/86	Deferred increase negotiated 6/29/84 (CWD Aug. 1984); see CWD Oct. 1985.
Resilient floor coverers New York, NY Carpenters and Joiners —1,400	$1.00 7/1/86	Deferred increase negotiated 7/84 (CWD Sept. 1984).
Building construction agreement New York, NY Carpenters and Joiners —20,000	$1.00 7/1/86	Deferred increase negotiated 7/84 (CWD Sept. 1984).
Allied Building Metal Industries Inc. (structural iron work) New York, NY Iron Workers—1,200	$1.10 7/1/86	Deferred increase negotiated 7/13/84 (CWD Aug. 1984); see CWD Jan. 1986.
Elevator Manufacturers Assn. of New York City, Inc. New York, NY International Union of Elevator Constructors—1,900	$1.06 7/1/86	Deferred increase negotiated 7/84 (CWD Sept. 1984); see CWD Oct. 1985.
The Cement League; General Contractors Assn.; and others New York, NY, area Iron Workers—1,200	$1.47 7/1/86	Deferred increase negotiated 6/30/84 (CWD Oct. 1984).
General Contractors Assn. New York, NY Operating Engineers—3,000	7 percent 7/1/86	Deferred increase negotiated 7/5/84 (CWD Sept. 1984).
General Contractors Assn. of New York, Inc. New York, NY Laborers—2,400	60 cents 7/1/86	Deferred increase negotiated 7/14/84 (CWD Oct. 1984); see CWD Oct. 1985.
Allied Building Metal Industries Inc. (architectural, ornamental, and miscellaneous iron work) New York, NY Iron Workers—1,200	85 cents 7/1/86	Deferred increase negotiated 7/13/84 (CWD Aug. 1984); see CWD Jan. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
General Contractors of New York, Inc., and other employers assns. and independent companies New York, NY, area Carpenters and Joiners —1,200	$1.47 7/1/86	Deferred increase negotiated 6/26/84 (CWD Aug. 1984); see CWD Oct. 1985.
Building Trades Employers Assn. of Westchester and Putnam Counties, Builders Institute Westchester and Putnam counties, NY Carpenters and Joiners —1,800	75 cents 5/1/86	3-year agreement negotiated 5/86 also provided: 50 cents 11/1/86, $1.00, on 5/1/87, 60 cents 11/1/87, $1.00 on 5/1/88, and 65 cents 11/1/88, with distribution between wages and benefits to be determined later; 3.5 (was 2.5) cents hour to industry promotion fund 1/1/87, going to 4.5 cents 5/1/88; see CWD Dec. 1985.
Long Island building contractors Nassau and Suffolk counties, NY Carpenters and Joiners	$1.60 7/1/86	Deferred increase negotiated 7/10/84 (CWD Oct. 1984).
Nassau and Suffolk Contractors Assn. (building agreement) Nassau and Suffolk counties, NY Laborers—2,000	$1.15 7/1/86	Deferred increase negotiated 7/84 (CWD Aug. 1984); see CWD Oct. 1985.
Nassau and Suffolk Contractors Assn. Nassau and Suffolk counties, NY Operating Engineers—1,700	$1.00 7/1/86	Deferred increase negotiated 6/1/84 (CWD Aug. 1984); see CWD Oct. 1985.
Nassau and Suffolk Contractors Assn. (building agreement) Nassau and Suffolk counties, NY Laborers—2,000	65 cents 7/1/86	Deferred increase negotiated 6/23/84 (CWD Aug. 1984); see CWD Oct. 1985.
Building Trades Employers Assn. of Rochester Rochester, NY Carpenters and Joiners—1,000	See next column 5/1/86	3-year agreement negotiated 4/86 provided: 79 cents an hour increase in wages to be effective 5/1/86 but parties subsequently decided to divert $1.00 of wages to annuity fund effective 6/1/86 (to total employer payment of $3.00 hour); and 5 percent and 6 percent effective 5/1/87 and 5/1/88, respectively, with distribution between wages and benefits to be determined later; see Sept, 1984.
Associated Contractors of Essex County Newark, NJ Carpenters and Joiners—1,850	No changes 5/1/86	1-year agreement negotiated 5/1/86; see CWD May 1984.
National Electrical Contractors Association Philadelphia, PA Electrical Workers (IBEW) —1,700	78 cents 5/1/86	3-year agreement negotiated 5/9/86 also provided: 78 cents effective both 5/1/87 and 5/1/88; see CWD Nov. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
General Building Contractors Association, Inc. Philadelphia, PA Carpenters and Joiners—5,000	65 cents 5/1/86	2-year agreement negotiated 5/22/86 also provided: $1.10 effective 5/1/87 with distribution between wages and benefits to be determined later; $3.14 per hour to health and welfare fund (was $3.04); $3.40 hour to pension fund (was $3.15); see CWD July 1985.
Master Builders Assn. of Western Pennsylvania Western Pennsylvania (11 counties) Operating Engineers—2,000	See next column 6/1/86	5/8/86 settlement under reopening provision of agreement scheduled to expire 5/31/87 provided no wage and benefit changes; see CWD June 1984 for previous listing.
Master Builders Assn. of Western Pennsylvania and independent contractors Western Pennsylvania Carpenters and Joiners—5,000	See next column 6/1/86	1-year agreement negotiated 5/31/86 under scheduled reopening provided no wage or benefit changes; see CWD Nov. 1985.
Construction Contractors Council, Inc. (heavy construction) Washington, DC and parts of Maryland and Virginia Laborers—1,000	37 cents 5/1/86	2-year agreement negotiated 5/27/86 also provided: 25 cents effective 5/1/87, with distribution between wages and benefits to be determined later; see CWD Sept. 1985.
Tri-State Contractors Assn. OH, KY, and WV Carpenters and Joiners—1,000	47 cents 6/1/86	Negotiated under 2-year agreement reached 1-year early in 6/85 which also provided: no change in wages or benefits 1st contract year; $2 (was $1.75) hour employer payment to pension fund 6/1/88; see CWD July 1984.
Construction Employers Assn. of North Central, West Virginia, Inc. North Central West Virginia Carpenters and Joiners	No wage change 6/1/86	1-year agreement negotiated 5/31/86 also provided: $1.65 an hour to health and welfare fund (was $1.55); see CWD Aug. 1985.
Associated General Contractors of America, Inc. Atlanta, GA Carpenters and Joiners—1,200	15 cents 7/1/86	Deferred increase negotiated 6/85 (CWD Aug. 1985); see CWD Jan. 1986.
Associated General Contractors (heavy agreement) Alabama Laborers, Carpenters and Joiners, Operating Engineers, Plasterers and Cement Masons, and Teamsters (Ind.)—1,980	See next column 5/15/86	3-year agreement negotiated 5/86 provided: pay increases of 35 cents hour except for Laborers (LIUNA) who received 30 cents and Operating Engineers (IUOE) who received 20 cents (LIUNA and IUOE agreements provided for remainder of 35 cents to be paid into benefit funds) 5/15/86, pay increases of 33 cents (28 cents for LIUNA which took remainder of 33 cents as payment to pension fund) 5/15/87, and pay increase of 30 cents (25 cents for LIUNA which took remainder of 30 cents as payment to health and welfare fund) 5/15/88; 60 (was 50) cents hour and $1.10 (was $1) hour employer payments to LIUNA and IUOE health and welfare funds, respectively, 5/15/86, going to 65 cents hour for LIUNA 5/15/88; 65 (was 60) cents hour employer payment to LIUNA pension fund 5/15/87; and 15 (was 10) cents hour employer payment to IUOE apprenticeship fund 5/15/86; see CWD Nov. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Mechanical Contractors Assn. of New Orleans New Orleans, LA Plumbers and Pipefitters—2,500	No change 6/2/86	15-month agreement negotiated 6/86 also provided: combined employer payment to health and welfare and pension funds of $2.23 cents hour (were $1 and $1.30 hour, respectively) 6/2/86; and 20 cents hour (was 13 cents) employer payment to education fund 6/2/86; see CWD Dec. 1985.
Independent contractors (formerly Associated General Contractors) Lake Charles, LA Laborers	No changes 5/1/86	1-year agreement negotiated 4/86 provided: no wage or benefit changes; see CWD Aug. 1985.
Gulf Coast Contractors Association; Sabine Area Piping Contractors Assciation, and Gulf Coast Chapter of the Heating, Piping and Air Conditioning Contractors National Association Beaumont, TX, area Plumbers—3,200	$2.49 per hour decrease 4/1/86	1-year agreement negotiated 4/17/86 also provided 20 cent hour to apprenticeship fund (was 15); CWD Aug. 1984 for previous listing.
Highway Contractors, Inc. and independent companies (highway agreement) Kentucky Operating Engineers—1,500	75 cents 7/1/86	Deferred increase negotiated 8/83 (CWD Sept. 1983); see CWD Oct. 1985.
Highway Contractors, Inc. Kentucky Laborers—3,500	50 cents 7/1/86	Deferred increase negotiated 6/20/83 (CWD Aug. 1983); see CWD Oct. 1985.
Ohio Contractors Assn. Ohio, West Virginia, and Kentucky Plasterers and Cement Masons and Bricklayers—2,000	No change 5/1/86	3-year agreement negotiated 6/86 also provided: no wage changes over term of agreement; $2.25 (was $1.80) hour employer payment to health and welfare fund; and 20 cents and 25 cent hour increases on 5/1/87 and 5/1/88, respectively, in employer payments to health and welfare and/or pension funds; see CWD May 1984.
Ohio Contractors Assn., Labor Relations Div. of Associated General Contractors Statewide Ohio, and Boone, Campbell and Kenton, counties, KY Laborers—10,000	50 cents 5/1/86	Deferred increase under 4-year agreement negotiated 1-year early in 5/85 and which also provided: 50 cent an hour pay increase 5/1/87 (the two 50-cent increases was the total amount that would have been paid effective 5/1/85 under previous contract); and wage and benefit reopening 5/1/88; see CWD May 1984.
National Electrical Contractors Assn. Cleveland, OH Electrical Workers (IBEW)—1,800	See next column 5/1/86	Wage and benefit reopening negotiated 4/86 under 2-year agreement orginally scheduled to expire 4/30/87 provided for 1-year extension of contract with no wage or benefit changes; see CWD July 1985.
Construction Employers Assn. of Cleveland and others Cleveland, OH Carpenters and Joiners—4,000	See next column 5/1/86	Deferred increase negotiated 4/84 under early renewal of 95 cents an hour applied to base rate and 5 cent increase to health and welfare fund (total $2.25); contract also provides for extension of contract originally scheduled to expire 4/30/85 until 4/30/87 with $2 hour (was $1.70 hour) to health and welfare and 50 cents increase in wages 5/1/84, $2.20 hour to health and welfare and $2.85 hour (was $2.55 hour) to pensions 5/1/85; no recent listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. (residential agreement-Central Ohio) Central Ohio Carpenters and Joiners—1,000	See next column 6/1/86	3-year agreement negotiated 5/86 provided: pay increases of $2.81 to $5.81 hour as result of setting residential rate at 70 percent of commercial rate 6/1/86, 32 cents 6/1/87, and 24 cents 6/1/88; $1.50 (was $1.25) hour employer payment to pension fund; and 9 (was 8) cents hour employer payment to apprenticeship fund; see CWD Aug. 1984.
Associated General Contractors of America, Inc. (commercial agreement—Central Ohio) Central Ohio Carpenters and Joiners—2,000	20 cents 6/1/86	3-year agreement negotiated 5/86 also provided: pay increases of 45 cents 6/1/87 and 35 cents 6/1/88; $1.50 (was $1) hour employer payment to pension fund and 9 (was 8) cents an hour apprenticeship fund; see CWD Aug. 1984.
Mechancial Contractors Assn. Central Ohio Plumbers and Pipefitters—1,100	See next column 6/1/86	3-year agreement negotiated 6/86 provided: no wage change 1st contract year, 20 cents increase 6/1/87, and 25 cents 6/1/88; $1.38 (was $1.28) hour to health and welfare fund 6/1/87, going to $1.43 on 6/1/88; 80 (was 75) cents an hour to local pension fund 6/1/86, going to 90 cents 6/1/87, and $1.00 on 6/1/88; 60 (was 55) cents hour to National pension fund 6/1/86, going to 70 cents 6/1/87 and 90 cents 6/1/88; 25 (was 15) cents hour to retirement and savings fund 6/1/87, going to 35 cents 6/1/88; see CWD Aug. 1985.
National Electrical Contractors Assn. Cincinnati, OH Electrical Workers (IBEW) —1,200	No wage change 5/1/86	2-year agreement negotiated 5/86 also provided: $1. wage increase on 6/1/87 and 65 cents on 1/1/88; 0.5 percent to apprenticeship fund (was 0.25) see CWD July 1985.
Mechanical Contractors Assn. of Ohio Toledo, OH Plumbers—1,000	50 cents 7/1/86	Deferred increase negotiated 6/85 (CWD Aug. 1985); see CWD Jan. 1986.
Mechanical Contractors Assn. Chicago, IL Plumbers and Pipefitters —6,000	$1.00 6/1/86	1-year agreement negotiated 6/86 also provided: 8 cents (was 5 cents) hour to apprenticeship/training fund and 5 cents (was 3 cents) to industry promotion fund; see CWD Aug. 1985.
Underground Contractors Association of Chicago and vicinity Chicago, IL, area Laborers—1,600	60 cents 6/1/86	3-year agreement negotiated 6/1/86 also provided: 50 cents on 6/1/87, and 80 cents 6/1/88, with distribution of 1988 increase between wages and benefit funds to be determined later; 5 cents hour to establish apprentice/training fund, increasing to 10 cents effective 6/1/87; see CWD Aug. 1984.
Mid-America Regional Bargaining Association Chicago, IL, area Laborers—9,500	60 cents 6/1/86	3-year agreement negotiated 6/1/86 also provided: 50 cents effective 6/1/87 and 80 cents 6/1/88, with allocation between wages and fringe benefit funds to be determined later; 5 cents hour to establish apprenticeship/training fund effective 6/1/87, increasing to 10 cents 6/1/88; see CWD Aug. 1984.
Mid-America Regional Bargaining Association Chicago, IL Carpenters and Joiners—12,000	$1 6/1/86	2-year agreement negotiated 6/1/86 also provided: $1 hour on 6/1/87, with distribution between wages and benefits to be determined later; $1.93 hour to health and welfare fund (was $2.43); see CWD Aug. 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Plumbing Contractors Assn. of Chicago and Cook County Chicago and Cook and Will Cos., IL Plumbers and Pipefitters—5,400	$1.15 6/1/86	2-year agreement negotiated 5/86 also provided 75 cents 6/1/87; and $2.05 (was $1.95) hour to health and welfare fund with additional 10 cents hour payment to health and welfare and/or pension fund 6/1/87; see CWD Aug. 1985.
Chicago Roofing Contractors Chicago, IL Roofers—2,400	50 cents 6/1/86	2-year agreement negotiated 6/86 also provided: 50 cents on 6/1/87 with distribution between wages and benefits to be determined later; see CWD July 1984.
Fox River Valley Contractors Assn. (building agreement) Kane, Kendall, McHenry, and Boone counties, IL Laborers—1,000	60 cents 6/1/86	3-year agreement negotiated 6/86 also provided: 50 cents pay increase 6/1/87; 80 cents on 6/1/88 with distribution between wages and benefits to be determined later; 5 cents hour employer payment to new training and education fund, going to 10 cents 6/1/87; added 3 job classifications and rates for landscapes 6/1/86, which increased by 50 cents on 6/1/87 and 6/1/88 (with same benefits is for other workers; see CWD Aug. 1984.
Greater Peoria Contractors and Suppliers Assn. Peoria, IL Laborers—1,350	30 cents 5/1/86	3-year agreement negotiated 6/86 also provided: pay increases of 30 cents 5/1/87 and 31 cents 5/1/88; $1.15 hour (was 85 cents) employer payment to SUB fund 5/1/86, going to $1.45 on 5/1/87, and to $1.75 on 5/1/88; established Tri-County Construction-Labor Management Council fund financed by employers payment of 2 cents hour 5/1/86, going to 4 cents 5/1/87; see CWD Aug. 1985.
Central Illinois Builders of of Associated General Contractors and Western Illinois Contractors Assn. Springfield, IL Laborers—1,800	See next column 5/1/86	3-year agreement negotiated 5/86 provided: 25 cents hour increase in wages for 5 counties, $1.28 decrease for 1 county, and no change in wages for other counties 5/1/86, 50 cents (35 cent for 1 county) increase in wages on both 5/1/87 and 5/1/88; $1.50 (was $1.25) hour employer payment to pension fund for 5 counties (no change for other counties); and 7.5 cents (was 5 cents) employer payment to industry advancement fund; see CWD Aug. 1984.
Michigan Road Builders Association Michigan Operating Engineers—2,500	47 cents 6/1/86	3-year agreement negotiated 6/8/86 also provided: 53 cents effective 6/1/87; 90 cents (with distribution between wages and benefits to be determined later) effective 6/1/88; $1.84 hour to vacation/holiday fund (was $1.78), increasing to $1.91 hour on 6/1/87; $2.25 hour to pension fund (was $2), increasing to $2.50 hour on 6/1/87; 15 cents to apprenticeship/training fund (was 10); 2 cents hour to establish supplemental vacation fund; 15 cents to retiree benefit fund (was 10), increasing to 20 cents 6/1/87; see CWD June 1984.
Michigan Distribution Contractors Assn. (pipelines) Michigan Laborers—1,000	See next column 5/30/86	3-year agreement negotiated 6/18/86 provided: 25 cents increase—zones 1 and 2 and 20 cents increase—zone 3, 4, and 5 on each of 5/30/86, 3/19/87 and 3/19/88; $1.15 hour to health and welfare fund (was $1) 75 cents to pension fund (was 65) increasing to 80 cents and 85 cents on 3/19/87 and 3/19/88; respectively; settlement preceded by 22-day strike see CWD Mar. 1985.
Associated General Contractors of America, Inc. (commercial and industrial agreement) Saginaw Valley, MI Carpenters and Joiners—1,300	60 cents 7/1/86	Deferred increase negotiated 7/31/85 (CWD Nov 1985).
Sheet Metal and Air Conditioning Contractors Assn. Milwaukee, WI Sheet Metal Workers—1,100	No immediate wage change 6/1/86	3-year agreement negotiated 5/28 also provided: 50 cents on both 6/1/87 and 6/1/88, with distribution between wages and benefits to be determined later; 25 cents to industry promotion fund (was 20); 7 cents to national training (was 6); see CWD Aug. 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. Minnesota Teamsters (ind.)—1,200	13 cents 5/1/86	4-year agreement negotiated 7/86 also provided: 40 cents increase on both 5/1/87 and 5/1/88 and 45 cents on 5/1/89; 90 cents to pension fund (was 85) effective 5/1/88, increasing to 95 cents on 5/1/89; see CWD July 1984.
Minnesota Gypsum Drywall Contractors Assn. Minneapolis-St. Paul, MN, area Carpenters and Joiners—2,000	50 cents 5/1/86	3-year agreement negotiated 5/86 also provided: 50 cents on both 5/1/87 and 5/1/88; see CWD Aug. 1984.
Painting and Decorating Contractors of America Minneapolis, MN Painters—1,050	50 cents 5/1/86	2-year agreement negotiated 5/17/86 also provided: 50 cents wage increase on 5/1/87; see CWD June 1984.
National Electrical Contractors Assn. St. Paul, MN Electrical Workers (IBEW) —1,250	See next column	3-year agreement under unscheduled 5/1/85 reopening provided: 25 cents wage increase on both 5/1/85 and 1986; wage and benefits reopening on 5/1/87; 55 cents to local pension fund (was 40) 5/1/85, increasing to 60 cents on 5/1/86; $1.25 to flexible benefits (was 65 cents) 5/1/85, increasing to $1.45 on 5/1/86; see CWD Aug. 1984.
Associated General Contractors of Missouri Western Missouri Laborers—3,000	20 cents 5/1/86	3-year agreement negotiated 5/86 also provided: 10 cents increases on 5/1/87 and 5/1/88; $1.65 hour to health and welfare fund (was $1.40) effective 5/1/87 increasing to $1.80 on 5/1/88; 30 cents to supplemental benefits (was 25), increasing to 35 cents in 5/87, and 40 cents in 5/88; see CWD May 1984.
Sheet Metal and Air Conditioning Contractors Assn. Kansas City, MO, area Sheet Metal Workers—1,200	30 cents 7/1/86	Deferred increase negotiated 7/13/84 (CWD Oct. 1984); see CWD Oct. 1985.
Associated General Contractors of America, Inc. St. Louis, MO Laborers—4,000	49.5 cents 5/7/86	3-year agreement negotiated 5/1/86 also provided: 50 cents on both 5/6/87 and 5/4/88, with distribution between wages and benefits to be determined later; 6 cents to industry promotion fund (was 8); 10 cents hour to new training fund; see CWD May 1984.
Home Buiders Association of St. Louis St. Louis, MO, area Carpenters and Joiners—3,000	No wage change 5/1/86	3-year agreement negotiated in 4/86 established cost-of-living clause providing 1 percent adjustments on 5/1/87 and 5/1/88 for each 1 percent change in the St. Louis BLS-CPI-W up to a maximum of 4 percent; see CWD May 1984.
Associated General Contractors of America, Inc. St. Louis, MO Carpenters and Joiners—3,000	60 cents 5/1/86	3-year agreement negotiated in 4/86 also established an annual cost-of-living adjustment clause providing adjustments on 5/1/87 and 5/1/88 of 1 percent for each 1 percent change in St. Louis BLS-CPI-W up to a maximum of 4 percent; see CWD May 1984.
Associated General Contractors of St. Louis, MO St. Louis, MO Operating Engineers—2,500	45 cents 5/7/86	3-year agreement negotiated 5/28/86 also provided: 90 cents on both 5/6/87 and 5/4/88, with distribution between wages and benefits to be determined later; $2.15 hour to health and welfare fund (was $2); 37 cents to apprenticeship and training fund (was 26); 4 cents to industry promotion fund (was 3); see CWD May 1984.
Mason Contractors Assn. of St. Louis St. Louis, MO Bricklayers—1,000	50 cents 6/1/86	1-year agreement negotiated 6/86 under scheduled reopening clause also provided: $1.82 to health and welfare fund (was $1.72); see CWD Aug. 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Utah Builders Bargaining Unit Utah Laborers—900	25 cents 7/1/86	Deferred increase negotiated 7/84 (CWD Nov. 1984); see CWD Oct. 1985.
Associated General Contractors of America, Inc. Utah Operating Engineers—1,500	80 cents 7/1/86	Deferred increase negotiated 6/85 (CWD Aug. 1985).
Utah Builders Bargaining Unit Utah Carpenters and Joiners—1,050	25 cents 7/1/86	Deferred increase negotiated 7/84 (CWD Nov. 1984); see CWD Oct. 1985.
National Electrical Contractors Assn. Las Vegas, NV Electrical Workers (IBEW)—1,100	No wage change 5/31/86	Negotiated in 5/86 under reopening provision of agreement scheduled to expire 5/31/87; see CWD July 1985.
Associated General Contractors of America, Inc.; Southern Nevada Home Builders Assn. Inc.; Painting and Decorating Contractors of America Las Vegas, NV Carpenters and Joiners—1,500	35 cents 7/1/86	Deferred increase negotiated 6/30/85 (CWD Aug. 1985).
Mechanical Contractors of Northern California Inc. and others San Francisco, CA, area Plumbers—1,800	$1.00 7/1/86	Deferred increase negotiated 7/27/84 (CWD Nov. 1984); see CWD Oct. 1985.
Associated General Contractors of America, Inc.; Engineering and Grading Contractors Assn., and Building Industry Assn. Southern California Operating Engineers—10,500	65 cents 7/1/86	Deferred increase negotiated 7/15/85 (CWD Nov. 1985).
Painting and Decorating Contractors Assn. Southern California Painters—1,000	75 cents 7/1/86	Deferred increase negotiated 2/86 (CWD May 1986).
Associated General Contractors of America, Inc.; Building Industry Assn.; Southern California Contractors Assn. Southern California except San Diego Teamsters (Ind.)—2,650	25 cents 7/1/86	Deferred increase negotiated 7/13/85 (CWD Nov. 1985).
Southern California Contractors Assn. Southern California, except San Diego Operating Engineers—2,000	65 cents 7/1/86	Deferred increase negotiated 7/15/85 (CWD Nov. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
National Electrical Contractors Assn. San Diego and Imperial counties, CA Electrical Workers (IBEW) —1,600	18 cents 4/1/86	Automatic one time cost-of-living adjustment; see CWD July 1984.
Painting and Decorating Contractors Assn. Los Angeles, CA Painters—5,200	75 cents 7/1/86	Deferred increase negotiated 6/22/85 (CWD Oct. 1985).
National Electrical Contractors Association Los Angeles, CA Electrical Workers (IBEW) —6,000	See next column 6/1/86	3-year agreement negotiated 6/86 provided: no general wage changes but continuation of semiannual cost-of-living reviews beginning 12/1/87 providing 1 cent for each 0.3 percent movement in the Los Angeles—Long Beach, Anaheim BLS-CPI-W (1967=100); $2.08 hour to health and welfare fund (was $1.95); $3.32 hour to local pension fund (was $2.95); see CWD July 1984.
TRANSPORTATION AND PUBLIC UTILITIES		
Class I railroads National Clerks (BRASC)—66,600	See next column 12/1/85	31-month agreement negotiated 4/86 provided: increases of 2 percent retroactive to 12/1/85, 2.25 percent 12/1/86, and 2.25 percent 12/1/87 applied to base rates (exclusive of any cost-of-living allowance in effect) for most workers excluding service workers and intermodal employees; lump sum payments of $565 for all workers upon ratification, $820, $875, and $335 for service workers, intermodal employees, and other employees, respectively, in mid-December 1986, $1,468, $1,583, and $423 for service workers, intermodal employees, and other employees, respectively, in mid-December 1987, and $1,162, $1,267, and $217 for service workers, intermodal employees, and other employees, respectively, in mid-June 1988 (employees who do not work sufficient hours to qualify for full lump sum to receive prorated payments); continued semiannual cost-of-living adjustment clause (for all but service and intermodal employees) providing 1 cent for each 0.3-point change in BLS-CPI-W (1967=100) starting July 1986, but only after amount generated exceeds amount of specified wage increases and subject to maximums of 4 percent semiannually and 8 percent annually; and new starting rate of 75 percent for new hires increasing by 5 percentage points for each year active service; see CWD Feb. 1984.
Conrail National Clerks (BRASC)—9,600	See next column 12/1/85	31-month agreement negotiated 4/86 provided: settlement terms similar to those for class I railroads and Clerks (see above listing); see CWD Feb. 1984.
Class I railroads National United Transportation Union —81,600	See next column 7/1/86	Deferred increase of 1.5 percent applied to base rates negotiated 10/85 (CWD Dec. 1985); see CWD Feb. 1986.
Conrail National United Transportation Union —8,400	See next column 7/1/86	Deferred increase of 1.5 percent applied to base rates negotiated 7/85 (CWD Nov. 1985); see CWD Feb. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Northwest Airlines (flight attendants) National Teamsters (Ind.)—3,000	3 percent 7/86	Deferred increase negotiated 5/84 (CWD July 1984); see CWD July 1985.
Ozark Airlines National Machinists—1,800	3 percent 7/1/86	Deferred increase negotiated 3/85 (CWD May 1985).
Pan American World Airways National Flight Attendants—5,700	5 percent 7/86	Deferred increase negotiated 3/85 (CWD Nov. 1985).
Northwest Airlines National Machinists—3,600	5.3 percent 7/86	Deferred increase negotiated 7/85 (CWD Nov. 1985).
Panhandle Eastern Pipe Line Co. CO; IL; IN; KS; MI; MO; OH; OK; and TX Oil, Chemical and Atomic Workers—1,200	3 percent 5/27/86	2-year agreement ratified 3/17/86 also provided: 2½ percent 5/87, company will pay 100 percent for doctors 2d opinion for certain elective surgeries; $350,000 (was $200,000) per individual lifetime medical maximum; see CWD May 1985.
Boston Edison Co. (production and maintenance) Boston, MA Utility Workers—3,000	5 percent 6/12/86	4-year agreement negotiated 6/86 also provided: 4¾ percent on both 5/16/87 and 5/16/88 and 4½ percent 5/16/89; 55 cents hour (was 50) shift differentials increasing to 60 cents 2d, 65 cent 3d and 70 cents 4th years; $4.25 (was $4.50) meal allowance increasing to $5 2d year, $5.25 3d year and $5.50 4th year; improved vision care; changed hospital and surgical benefits carrier; retirement at unreduced pension rates at age 60 (was 62); settlement preceded by 1-month strike; see CWD May 1985.
Transit Authority (clerical, technical, blue-collar) New York, NY State, County and Municipal Employees—1,000	5 percent 7/1/86	Deferred increase negotiated 6/85 (CWD Nov. 1985).
New York State Thurway New York, NY Teamsters (Ind.)—2,100	5.5 percent 7/1/86	Deferred increase negotiated 1/86 (CWD Mar. 1986).
Central Hudson Gas and Electric Co. Poughkeepsie, NY Electrical Workers (IBEW)—1,000	5 percent 7/86	Deferred increase negotiated 6/85 (CWD Aug. 1985).
New York State Electric and Gas Corp. Upstate New York Electrical Workers (IBEW)—2,900	5 percent 7/1/86	Deferred increase negotiated 7/85 (CWD Oct. 1985).
Niagra Mohawk Power Co. Upstate New York Electrical Workers (IBEW)—8,300	4.1 percent 6/13/86	3-year agreement negotiated 6/86 also provided: 4.5 percent in 6/87 and 4.7 percent in 6/88; 51 cents hour (was 49) shift differential increasing to 53 cent 2d year and 55 cents 3d year; $1.50 (was $1.25) for NRC license; substituted a floating holiday for Columbus Day; employees contribute 40 cents (was 50 cents) per month per $1,000 of life insurance; see CWD June 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Pennsylvania Power and Light Co. Eastern and Central Pennsylvania Electrical Workers (IBEW) —5,500	4.5 percent 7/86	Deferred increase negotiated 7/85 (CWD Oct. 1985).
Transit Authority (operators, mechanics) Baltimore, MD Amalgamated Transit Union —2,200	5 cents 7/1/86	Deferred increase negotiated 10/1/84 (CWD Nov. 1984); see CWD July 1985.
Houston Lighting and Power Co. Houston, TX Electrical Workers (IBEW) —4,600	3½ percent 5/26/86	2-year agreement negotiated 5/86 also provided: 3½ percent 5/26/87; 21 cent per mile (was 20 cents) travel allowance; see CWD May 1985.
Arkansas Power & Light Co. Arkansas Electrical Workers (IBEW) —3,000	3.75 percent 6/1/86	Increase negotiated under wage reopening provision of a contract scheduled to expire 6/1/88; see CWD Oct. 1985.
General Telephone Co. of Ohio Marion, OH Communications Workers —2,250	4.4 percent 7/86	Deferred increase negotiated 7/84 (CWD Oct. 1984); see CWD Jan. 1986.
Detroit Edison Co. Southeastern Michigan Utility Workers—3,600	9 cents decrease 6/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Union Electric Co. (outside and physical employees) St. Louis, MO, area Electrical Workers (IBEW) —1,600	4.25 percent 7/86	Deferred increase negotiated 9/85 (CWD Oct. 1985).
Union Electric Co. (office, clerical, sales and technical employees) St. Louis, MO, area Electrical Workers (IBEW) —1,300	4.25 percent 7/86	Deferred increase negotiated 8/85 (CWD Oct. 1985).
Union Electric Co. (operations and maintenance) St. Louis, MO, area Operating Engineers—1,750	4.25 percent 7/1/86	Deferred increase negotiated 8/85 (CWD Oct. 1985).
Pacific Maritime Assn. Pacific Coast Longshoremen's and Warehousemen's Union (ILWU-Ind.) —9.750	See next column 7/1/86	Deferred increase negotiated 8/84 (CWD Oct 1984); 85 cents applied to straight-time rate (most Pacific Coast longshoremen are paid 6 hours at straight-time and 2 hours at time and one-half for normal 8-hour day—other workers receive equivalent increases; see CWD July 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
General Telephone Co. of the SW Texas; Arkansas; New Mexico; and Oklahoma Communications Workers —8,000	Average 3.5 percent 5/16/86	3-year agreement negotiated 5/86 also provided: 2.8 percent in both 5/87 and 5/88; 55 cents hour (was 50) night shift differentials; substituted Good Friday for a floating holiday; dental coverage based on 80 percent of reasonable and customary charges (was a fixed fee); prescription drug plan effective 1/1/85 with $5 copayment for 90 day supply of maintenance drugs; $3,100 (was $2,700) minimum pension benefit; extended 401K plan to hourly employees 1/1/87; see CWD Nov. 1985.
General Telephone Co. of the Northwest Oregon and Washington Electrical Workers (IBEW) —3,400	See next column 5/25/86	Wage reopening provision of a contract scheduled to expire 5/31/87 provided 1½ percent increase retroactive to 5/25/86 and 1 percent 11/25/86; see CWD Nov. 1986.
Oregon State Department of Transportation (engineers) Salem, OR Association of Engineering Employees (Ind.)—1,200	3.25 percent 7/1/86	Deferred increase negotiated 6/85 (CWD Sept. 1985).
Oregon State Department of Transportation (general) Salem, OR Service Employees International —2,200	3 percent 7/1/86	Deferred increase negotiated 6/85 (CWD Sept. 1985).
General Telephone Co. of California California Communications Workers	See next column 3/5/86	3-year agreement ratified 5/8/86 provided 3 percent general wage increase retroactive to 3/5/86, and 2 percent on both 9/13/87 and 9/11/88; $6 hour supervisory and on-call differentials (was $2); $3,120-$7,000 annual pension (was $2,700-$5,400) depending on years of credited service effective 7/1/86; improved medical coverage and increased deductible and paid out of-pocket maximums 9 percent; up to $2,000 for training in a new vocation for employees who must vacate normal classifications due to layoff: effective 1/1/87, dental benefit schedule updated to reflect increased expenses; new 401K savings plan 1/1/87; 21 cents (was 20) mileage expense; $4.25 breakfast, $4.50 lunch, and $9.25 dinner allowance effective 6/22/86 (was $3.75, $4, and $8.50) increasing to $4.50, $5,and $10, respectively 1/4/87; modified sickness and accident benefits, see CWD Mar. 1985.
Bay Area Rapid Transit (maintenance and clerical) Oakland, CA United Public Employees (SEIU)—1,550	4 percent 7/1/86	Deferred increase negotiated 7/85 (CWD Sept. 1985).
WHOLESALE AND RETAIL TRADE		
Star Markets Rhode Island and Massachusetts United and Commercial Workers —1,200	$22 week-full-time workers, 30 cents- 6/1/86	1-year agreement negotiated 6/1/86 also provided: two-tier wage scale for full-time workers hired after 6/1/86; 3 weeks' vacation after 5 years (was after 6); see CWD July 1985.
Pathmark, Foodtown, Grand Union, and Shop Rite Stores Northern New Jersey and Southern New York Food and Commercial Workers —6,000	22 cents (average) 7/13/86	Deferred increase negotiated 2/21/84 (CWD May 1984); see CWD Jan. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Automobile Dealers Industrial Relations Assn. New York, NY, area Automobile Workers—1,500	6.5 percent 7/1/86	Deferred increase negotiated 8/6/84 (CWD Oct. 1984); see CWD July 1985.
Women's Apparel Chain Stores Assn. Ladies' Garment Workers —2,500	$15 week 7/1/86	Deferred increase negotiated 7/1/85 (CWD Sept. 1985).
P & C Supermarkets Upstate NY United Food and Commercial Workers—4,000	See next column 5/26/86	3-year agreement negotiated 5/30/86 provided: lump sum payments (calculated at 30 cents hour for full time employees and 15 cents hour for part-timers) based on hours paid after 1/1/87, to be distributed on 9/1/87, 12/1/87, 3/1/88, 6/1/88, 12/1/88 and 6/1/89; benefits maintained, with company cost rise limited to 5 percent; see CWD May 1985.
Penn Traffic Inc.; Riverside Markets Div. Western PA United Food and Commercial Workers—1,400	5-80 cents decrease 5/18/86	3-year agreement negotiated 5/18/86 also provided: semiannual cost-of-living clause frozen over contract life; 2 holidays (was 6); vision care dropped; see CWD Dec. 1985.
Acme Food Stores Philadelphia, PA United Food and Commercial —Workers—5,000	34.5 cents (average)	Deferred increase negotiated 7/29/84 (CWD Sept. 1984); see CWD Jan. 1986.
Colonial Stores North and South Carolina United Food and Commercial Workers—1,500	15 cents 7/23/86	Deferred increase negotiated 7/18/83 (CWD Oct. 1983); see CWD Jan. 1986.
Kroger Co. Southern Indiana and Kentucky United Food and Commercial Workers—5,700	15 cents 7/1/86	Deferred increase negotiated 12/18/83 (CWD Feb. 1984); see CWD Jan. 1986.
Northern Illinios Ready Mix and Material Associations Chicago, IL, area Teamsters (Ind.)—1,800	40 cents 5/1/86	3-year agreement negotiated 6/8/86 also provided: 55 cents on 5/1/87 and 5/1/88; 9th holiday; $63 week (was $61) to health and welfare fund increasing to $66 in 2d and to $69 in 3d years; see CWD May 1985.
Employers Assn. of Greater Chicago Chicago, IL, area Machinists—2,500	60 cents 7/1/86	Deferred increase negotiated 6/19/84 (CWD Aug. 1984); see CWD July 1985.
Century Food Stores Milwaukee, WI United Food and Commercial Workers—2,000	15 cents to top rate employees 7/1/86	Deferred increase negotiated 11/10/85; no recent listing.
Food Employers Council Las Vegas, NV United Food and Commercial Workers—2,600	20 cents 6/2/86	3-year agreement negotiated 5/29/86 also provided: 26 cents on 6/2/87 and 26.5 cents on 3/1/89; annual cost-of-living adjustment clause frozen over contract life; $45 month (was $43) pension for each year of credited service retroactive to employees retiring from 1968 or later and increasing to $50 month on 1/1/87; $250,000 major medical (was $100,000); $10,000 life insurance (was $8,500); $10,000 accidental death or dismemberment (was $1,000); drug and alcohol abuse rehabilitation program established; see CWD Dec. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Safeway Stores Kansas City, MO United Food and Commercial Workers—1,100	37 cents 7/13/86	Deferred increase negotiated 11/17/85 (CWD Jan. 1986).
Portland Food Employers' Council Portland, OR United Food and Commercial Workers—4,000	35 cents 7/15/86	Deferred increase negotiated 3/16/85 (CWD Apr. 1985).
Allied Employers Puget Sound, WA United Food and Commercial Workers—12,000	See next column 5/4/86	3-year agreement negotiated 6/4/86 provided: lump sum payment of 25 cents for every hour paid in previous year, effective 1/1/88 and 1/1/89; benefit levels maintained; see CWD April 1985.
Food Employers Council, Inc. Southern California United Food and Commercial —65,000	1.6 percent 7/30/86	Deferred increase negotiated 8/27/84 (CWD Oct. 1984); see CWD Feb. 1986.
Bob's Big Boy Restaurants Southern California Bob's Employee Assn. (Ind.) —5,200	1.5 percent 7/1/86	Deferred increase negotiated 12/21/83 (CWD Mar. 1984); see CWD Jan. 1986.
Southern California Food Council Southern California Service Employees—1,400	10 cents 7/7/86	Deferred increase negotiated 3/85 (CWD Apr. 1985); see CWD Jan. 1986.
Anchorage Retail Grocers Assn. Anchorage, AK United Food and Commercial Workers—2,000	See next column 6/1/86	1-year agreement negotiated 6/1/86 provided: no change in wages or benefits; see CWD June 1985.
SERVICES		
Alliance of Motion Picture and Television Producers National Directors Guild of America —2,800	6 percent 7/1/86	Deferred increase negotiated 7/2/84 (CWD Sept. 1984); see CWD July 1985.
University of Maine (faculty) Bangor, ME Various Associations (Ind.) —1,100	4 percent 7/1/86	Deferred increase negotiated 6/85 (CWD Sept. 1985).
Teachers Worcester, MA Various Independent Associations (NEA-I)—1,500	6 percent 1/86	2-year agreement negotiated 1/86 also provided: 6 percent wage increase on 1/1/87; first listing.
Teachers New Haven, CT American Federation of Teachers—1,150	7 percent 7/1/86	Deferred increase negotiated 6/84 (CWD Sept. 1984); see CWD July 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Yale University (clerical and technical employees) New Haven, CT Hotel Employees and Restaurant Employees—2,600	7.2 percent 7/1/86	Deferred increase negotiated 1/22/85 (CWD Mar 1985); see CWD July 1985.
Board of Education (teachers) Waterbury, CT National Education Association (Ind.)—1,100	9 percent 7/1/86	Deferred increase negotiated 7/85 (CWD Sept. 1985).
Indirect System of Custodial Operation of the Public Schools of New York City New York, NY Service Employees—4,000	50 cents 7/1/86	Deferred increase negotiated 9/13/85 (CWD Dec. 1985).
Board of Education (paraprofessionals) New York, NY State, County and Municipal Employees—10,000	6 percent 7/1/86	Deferred increase negotiated 9/85 (CWD Nov. 1985).
City University of New York New York, NY Professional Staff Congress —13,500	6 percent 7/1/86	Deferred increase negotiated 12/85 (CWD Feb. 1986).
Teachers New York, NY United Federation of Teachers —59,500	Average 6.1 percent 7/1/86	Deferred increase negotiated 9/85 (CWD Nov. 1985).
County employees (registered nurses) Westchester County, NY American Nurses Association (Ind.)—1,100	6 percent 7/1/86	Deferred increase negotiated 10/1/85 (CWD Feb. 1986).
Teachers Yonkers, NY Yonkers Federation of Teachers (AFT)—1,500	4.31 percent 7/1/86	Deferred increase negotiated 11/85 (CWD Feb. 1986).
City employees (general) Rochester, NY State, County and Municipal Employees—1,550	5.8 percent 7/1/86	Deferred increase negotiated 9/85 (CWD Dec. 1985).
Board of education (nonistructional) Rochester, NY State, County and Municipal Employees—1,200	6.75 percent 7/1/86	Deferred increase negotiated 8/24/84 (CWD May 1986).
Teachers Lockport, NY Rochester Teachers Association (Ind.)—2,200	6.75 percent 7/1/86	Deferred increase negotiated 9/7/84 (CWD Oct. 1984); see CWD July 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Board of Education (teachers) Buffalo, NY National Education Association (Ind.)—3,400	6 percent 7/1/86	Deferred increase negotiated 9/11/85 (CWD Nov. 1985).
Board of Education (teachers) Toms River, NJ Toms River Education Association (Ind.)—1,300	9 percent 7/1/86	Deferred increase negotiated 10/22/85 (CWD Dec. 1985).
State employees (supervisory professional social, rehabilitative services) Pennsylvania Association and Union (Ind.) —1,100	33 cents or 3 percent, whichever is greater 7/1/86	Deferred increase negotiated 7/12/85 (CWD Sept. 1985).
State employees (nonsupervisory correction officers, psychiatric security aides Pennsylvania State, County and Municipal Employees—1,900	33 cents or 3 percent whichever is greater 7/1/86	Deferred increase negotiated 7/12/85 (CWD Sept. 1985).
State employees (management social, rehabilitative services) Pennsylvania Association and Union (Ind.) —1,500	34 cents or 3 percent, whichever is greater	Deferred increase negotiated 7/12/85 (CWD Sept. 1985).
State employees (nonprofessional, nonsupervisory social and rehabilitative service Pennsylvania Association and Union (Ind.) —4,650	34 cents or 3 percent, whichever is greater 7/1/86	Deferred increase negotiated 7/12/85 (CWD Sept. 1985).
State employees (professional medical, support) Pennsylvania American Nurses Association (Ind.)—3,100	33 cents or 3 percent, whichever is greater 7/1/86	Deferred increase negotiated 7/12/85 (CWD Sept. 1985).
Pennsylvania State College (faculty) Pennsylvania Association of Pennsylvania State College and University Faculties (Ind.)—4,500	33 cents or 3 percent, whichever is greater 7/1/86	Deferred increase negotiated 7/12/85 (CWD Sept. 1985).
Pennsylvania State Colleges (nonsupervisory administrators) Pennsylvania Associations (Ind.)—1,600	33 cents or 3 percent, whichever is greater 7/1/86	Deferred increase negotiated 7/12/85 (CWD Sept. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
State employees (professional nonsupervisory social rehabilitative services) Pennsylvania Association and Union—1,100	34 cents or 3 percent, whichever is greater 7/1/86	Deferred increase negotiated 7/12/85 (CWD Sept. 1985).
Temple University (clerical and office employees) Philadelphia, PA Hospital and Health Care Employees—1,250	4 percent 7/1/86	Deferred increase negotiated 7-/3/85 (CWD Sept. 1985); see CWD Jan. 1986.
Pennsylvania State University (technical) University Park, PA International Brotherhood of Teamsters (Ind.)—2,350	5.5 percent 7/1/86	Deferred increase negotiated 6/1/84 (CWD Oct. 1984); see CWD July 1985.
Allegheny County Hospital (blue-collar) Pittsburgh, PA Various—1,150	4.6 percent 7/22/86	Deferred increase negotiated 8/84 (CWD Oct. 1984).
Anne Arundel County Teachers Annapolis, MD Teacher Association of Anne Arundel County (NEA-I)—4,000	6 percent 7/1/86	Deferred increase negotiated 7/84 (CWD Mar. 1985); see CWD July 1985.
Teachers Baltimore County, MD Teachers Association of Baltimore County—6,400	6.5 percent 7/1/86	Deferred increase negotiated 2/84 (CWD Mar. 1984); see CWD July 1985.
School support services Montgomery County, MD Montgomery County Council of Supporting Service Employees—5,500	4 percent 7/1/86	Deferred increase negotiated 6/84 (CWD Sept. 1984); see CWD July 1985.
Teachers Howard County, MD National Education Association (Ind.)—1,750	7 percent 7/1/86	1-year agreement negotiated 5/86 also provided: $20,000 conference fund (was $10,000); effective 7/1/86, 6 employees per year authorized sabbatical leave with full pay (formerly received half pay); see CWD Aug. 1985.
Teachers Memphis, TN Memphis Education Association—6,000	6.4 percent 7/1/86	Deferred increase negotiated 6/85 (CWD Aug. 1985).
Board of Education (teachers) Sarasota, FL Sarasota Classified Teachers Association (AFT)—1,800	8.5 percent 7/1/86	Deferred increase negotiated 10/15/85 (CWD Dec. 1985).
Board of Education (noninstructional) Sarasota County, FL Sarasota Classified Teachers Association (AFT)—1,200	8.5 percent 7/1/86	Deferred increase negotiated 10/15/85 (CWD Aug. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Teachers Palm Beach County, FL Palm Beach County Teachers Association (Ind.)—4,600	14.2 percent 7/1/86	Deferred increase negotiated 3/5/86 (CWD May 1986).
Board of Education (blue-collar workers) Dade County, FL State, County and Municipal Employees—6,500	6 percent 7/1/86	Deferred increase negotiated 11/85 also provided 6 percent 7/1/85; first listing.
Board of Education (noninstructional) Brevard County, FL Painters and Allied Trades —1,800	7.5 percent 7/1/86	Deferred increase negotiated 10/22/85 (CWD Dec. 1985).
Board of Education (teachers) Akron, OH Akron Education Association (Ind.)—1,900	5.5 percent 7/1/86	Deferred increase negotiated 9/20/85 (CWD Nov. 1985).
Teachers Evansville, IN Various Associations (NEA-I) —1,300	6.23 percent 7/1/86	Deferred increase negotiated 3/3/86 (CWD May 1986).
Wayne Michigan Peoples Community Hospital (clerical) Wayne, MI Service Employees International Union—1,200	5 percent 7/1/84	Deferred increase negotiated 9/27/84 (CWD Nov. 1984); see CWD July 1985.
Teachers and related professionals Des Moines, IA Des Moines Education Association (NEA-I)—2,200	5.51 percent 8/21/86	An arbitration decision under a scheduled wage reopening on 5/5/86 also extended the agreement for 1 year and provided $100 longevity payment to certain employees; first listing.
State employees (registered nurses) Wisconsin American Nurses Association (Ind.)—1,100	6 percent 7/1/86	Deferred increase negotiated 12/5/85 (CWD Feb. 1986).
Teachers Kenosha County, WI Kenosha Education Association (NEA-I)—1,050	6.7 percent 7/1/86	Deferred increase negotiated 12/18/85 (CWD Feb. 1986).
Board of Education (teachers) Minneapolis, MN American Federation of Teachers—2,500	5.1 percent 7/1/86	Deferred increase negotiated 8/27/85 (CWD Nov. 1985).
University of Minnesota (health care nonprofessionals) St. Paul, MN State, County and Municipal Employees—1,000	3.5 percent 7/1/86	Deferred increase negotiated 9/13/85 (CWD Nov. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
University of Minnesota (custodians, maintenance, cafeteria) St. Paul, MN Teamsters (Ind.)—1,650	4 percent 7/1/86	Deferred increase negotiated 11/1/85 (CWD Jan. 1986).
Teachers St. Paul, MN American Federation of Teachers—2,300	5.1 percent 7/1/86	Deferred increase negotiated 12/10/85 (CWD Feb. 1986).
Community college (faculty) St. Paul, MN Minnesota College Faculty Association (Ind.)—1,300	3.8 percent 7/1/86	Deferred increase under arbitration award (CWD May 1986).
Teachers Coon Rapids, MN Anoka Hennepin Education Association (Ind.)—2,100	7.32 percent 7/1/86	Deferred increase negotiated 1/22/86 (CWD Mar. 1986).
Teachers Boise, ID National Education Association (Ind.)—1,200)	2 percent 9/1/86	1-year agreement negotiated early on 5/12/86 but not effective until present contract expires on 8/31/86 also provided: changed health insurance plan to avoid increase in cost and to obtain improved coverage such as substance abuse treatment and lower prescripton deductibles; see CWD Nov. 1985.
Board of Education (teachers) Billings, MT National Education Association (Ind.)—1,750	4.6 percent 7/1/86	Deferred increase negotiated 3/85 (CWD June 1985); see CWD Aug. 1985.
Teachers Cherry Creek, CO Cherry Creek Education Association (NEA-I)—1,500	1.7 percent 7/1/86	Deferred increase negotiated 2/86 (CWD Apr. 1986).
Group Health Cooperative Seattle, WA Hospital and Health Care Employees—1,400	3.7 percent 7/1/86	Deferred increase negotiated 6/30/85; no recent listing.
Seattle Area Hospital Council (registered nurses) Seattle, WA area Washington State Nurses Assn. —3,500	3.5 percent 7/1/86	Deferred increase negotiated 7/8/85 (CWD Sept. 1985).
Board of Education (teacher aides, clerical) Portland, OR Portland Federation of Classifed Employees (Ind.)—1,350	5 percent for 12-month employees 7/1/86	Deferred increase negotiated 4/86 (CWD May 1986).
Oregon State University (classified) Corvalles, OR Oregon State Employees Association—1,600	5 percent (towards wages and/or fringe benefits 7/1/86	Deferred increase negotiated 5/10/85 (CWD Sept. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Teachers Beaverton, OR National Education Association (Ind.)—1,250	6.3 percent 7/1/86	Deferred increase negotiated 10/28/85 (CWD Jan. 1986.
Board of Education (teachers) Salem, OR National Education Association (Ind.)—1,300	4 percent 7/1/86	Deferred increase negotiated 7/8/85 (CWD Aug. 1985).
Board of Education (classified) Salem, OR Oregon State Employees Association (Ind.)—1,000	4 percent 7/1/86	Deferred increase negotiated 6/27/85 (CWD Aug. 1985).
California State University (clerical and administrative support services) California California State Employees Association—7,500	5 percent 7/1/86	Deferred increase negotiated 9/85 (CWD Feb. 1986).
State employees (education, library) California California State Employees Association (SEIU)—1,950	5 percent 7/1/86	Deferred increase negotiated 6/30/85 (CWD Oct. 1985).
State employees (registered nurses) California California State Employees Association (SEIU)—1,600	5 percent 7/1/86	Deferred increase negotiated 6/30/85 (CWD Oct. 1985).
State employees (physicians, dentists, podiatrists) California American Physicians and Dentists—1,000	5 percent 7/1/86	Deferred increase negotiated 6/30/85 (CWD Oct. 1985).
State employees (professional health, and social services) California State, County and Municipal Employees—2,550	5 percent 7/1/86	Deferred increase negotiated 6/30/85 (CWD Oct. 1985).
State employees (support medical, social services) California California State Employees Association (SEIU)—1,300	5 percent 7/1/86	Deferred increase negotiated 6/30/85 (CWD Oct. 1985).
San Francisco Maintenance Contractors Assn. San Francisco, CA Service Employees—2,700	35 cents 7/18/86	Deferred increase negotiated 7/18/85 (CWD Sept. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Teachers and related professionals Oakland, CA Oakland Education Association (Ind.)—3,500	7 percent 7/1/86	Deferred increase negotiated 1/31/86 (CWD Mar. 1986).
Board of Education (office) San Diego, CA Classified Employees Association (NEA-I)—2,300	4.5 percent 7/1/86	Deferred increase negotiated 4/23/85 (CWD July 1985).
Sacramento area independent hotel, restaurant and tavern owners Sacramento, CA Hotel Employees and Restaurant Employees—2,100	5 cents 6/1/86	3-year agreement negotiated 5/1/86 also provided: 5 cents for tipped employees, 10 cents for nontipped on 6/1/87, and 10 cents on 6/1/88; $17 month (was $16.50) pension for each year of credited service, effective 6/1/87 and increasing to $17.50 on 6/1/88; $38 month (was $37) to health and welfare fund, increasing to $39.50 in 2d and to $41.50 in 3d year; $7 month (was $6.50) to dental fund, effective 6/1/87, increasing to $7.50 in 6/88; see CWD June 1985.
Teachers Hayward, CA Hayward United Teachers Association (Ind.)—1,000	4.6 percent 7/1/86	Deferred increase negotiated 11/19/84 (CWD Jan. 1985); see CWD July 1985.
Board of Education (teachers) Richmond, CA National Education Association (Ind.)—1,300	9 percent 7/1/86	Deferred increase negotiated 10/9/85 (CWD Dec. 1985).
Teachers Hawaii Hawaii State Teachers Association—9,100	5 percent 7/1/86	Deferred increase negotiated 3/84 (CWD Apr. 1984); see CWD Feb. 1985.
University of Hawaii (faculty) Honolulu, HI University of Hawaii Professional Assembly (NEA-AAUP)—2,250	5 percent 7/1/86	Deferred increase negotiated 4/85 (CWD July 1985).
PUBLIC ADMINISTRATION		
State employees New Hampshire New Hampshire State Employees Association (Ind.)—9,000	5 percent 7/1/86	Deferred increase negotiated 4/85 (CWD June 1985).
City employees (blue-collar) Boston, MA State, County and Municipal Employees—4,600	3.8 percent 7/1/86	Deferred increase negotiated 8/85 (CWD Nov. 1985); see CWD Feb. 1986.
City employees (clerical) Boston, MA Service Employees International Union—4,000	3.84 percent 7/1/86	Deferred increase negotiated 4/1/85 (CWD July 1985); see CWD Jan. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
Police Boston, MA Police Patrolmen's Association (Ind.)—1,800	5 percent 7/1/86	Deferred increase negotiated 2/86 (CWD Apr. 1986).
New York City uniformed employees New York, NY Various—45,700	6 percent 7/1/86	Deferred increase negotiated 6/85 (CWD Aug. 1985).
New York City nonuniformed employees New York, NY Various unions—81,500	6 percent 7/1/86	Deferred increase negotiated 6/85 (CWD Aug. 1985).
County employees (general) Onondaga, NY State, County and Municipal Employees—3,500	4 percent 7/1/86	Deferred increase negotiated 4/26/85 (CWD June 1985); see CWD Jan. 1986.
State employees (corrections) Connecticut State, County and Municipal Employees—1,300	5 percent 7/1/86	Deferred increase negotiated 8/85 (CWD Nov. 1985).
State employees (general) Connecticut State, County and Municipal Employees—1,000	5 percent 7/1/86	Deferred increase negotiated 8/85 (CWD Nov. 1985).
State employees (clerical workers) Connecticut State, County and Municipal Employees—6,500	5 percent 7/1/86	Deferred increase negotiated 8/85 (CWD Nov 1985).
State employees (blue-collar) Connecticut State, County and Municipal Employees—7,500	5 percent 7/1/86	Deferred increase negotiated 8/85 (CWD Nov. 1985).
State employees (nonsupervisory liquor store clerks) Pennsylvania United Food and Commercial Workers—1,950	33 cents or 3 percent, whichever is greater 7/1/86	Deferred increase negotiated 7/12/85 (CWD Sept. 1985).
State employees (supervisory maintenance, trades) Pennsylvania State, County and Municipal Employees—1,400	33 cents or 3 percent, whichever is greater 7/1/86	Deferred increase negotiated 7/12/85 (CWD Sept. 1985).
State police Pennsylvania Fraternal Order of Police (Ind.)—3,950	$1,100 wage increase 7/1/86	Deferred increase negotiated 8/85 (CWD Feb. 1986).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
State employees (professional nonsupervisory engineering and scientific) Pennsylvania State, County and Municipal Employees—1,150	33 cents or 3 percent, whichever is greater 7/1/86	Deferred increase negotiated 7/12/85 (CWD Sept. 1985).
State employees (professional, administrative, fiscal) Pennsylvania State, County and Municipal Employees—1,600	33 cents or 3 percent, whichever is greater 7/1/86	Deferred increase negotiated 7/12/85 (CWD Sept. 1985).
State employees (supervisory nonprofessional clerical Pennsylvania State, County and Municipal Employees—1,650	33 cents or 3 percent, whichever is greater 7/1/86	Deferred increase negotiated 7/12/85 (CWD Sept. 1985).
State employees (nonprofessional technical) Pennsylvania State, County and Municipal Employees—1,800	33 cents or 3 percent, whichever is greater 7/1/86	Deferred increase negotiated 7/12/85 (CWD Sept. 1985).
State employees (investigation inspection, safety) Pennsylvania State, County, and Municipal Employees—1,200	33 cents or 3 percent, whichever is greater 7/1/86	Deferred increase negotiated 7/12/85 (CWD Sept. 1985).
State workers (clerical, maintenance, and human services units) Pennsylvania State, County and Municipal Employees—43,000	3 percent or 33 cents, whichever is greater 7/1/86	Deferred increase negotiated 7/85 (CWD Sept. 1985).
County employees (clerical, technical) Allegheny County, PA Service Employees International —1,000	5.2 percent 7/22/86	Deferred increase negotiated 7/19/84 (CWD Feb. 1985); see CWD July 1985.
County employees (general) Anne Arundel County, MD State, County and Municipal Employees—2,500	6 percent 7/1/86	Deferred increase negotiated 6/30/84 (CWD Feb. 1985); see CWD July 1985.
State employees (public safety, security) Wisconsin State, County and Municipal Employees—2,800	6 percent 7/1/86	Deferred increase negotiated 12/5/85 (CWD Feb. 1986).
State employees (engineers) Wisconsin Engineers and Architects (Ind.) —1,000	6 percent 7/1/86	Deferred increase negotiated 12/5/85 (CWD Feb. 1986).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
State employees (technical) Wisconsin State, County and Municipal Employees—4,800	6 percent 7/1/86	Deferred increase negotiated 12/5/85 (CWD Feb. 1986).
State employees (human services support Wisconsin State, County and Municipal Employees—2,100	6 percent 7/1/86	Deferred increase negotiated 12/5/85 (CWD Feb. 1986).
State employees (blue-collar workers) Wisconsin State, County and Municipal Employees—5,000	6 percent 7/1/86	Deferred increase negotiated 1/86 (CWD May 1985).
State employees (clerical and related workers) Wisconsin State, County and Municipal Employees—8,600	6 percent 7/1/86	Deferred increase negotiated 1/86 (CWD May 1986).
State employees (general professional) Minnesota Minnesota Association of Professional Employees—5,250	4 percent 7/23/86	Deferred increase negotiated 9/85 (CWD Nov. 1985).
State employees (general supervisors) Minnesota Middle Management Association (Ind.)—2,600	4 percent 7/1/86	Deferred increase negotiated 9/85 (CWD Nov. 1985); see CWD Feb. 1986.
State employees Minnesota State, County and Municipal Employees—17,300	4 percent 7/1/86	Deferred increase negotiated 8/85 (CWD Nov. 1985).
State employees Iowa State, County and Municipal Employees—14,000	2 percent 7/1/86	Deferred increase negotiated 3/85 (CWD Aug. 1985).
City employees Kansas City, MO State, County and Municipal Employees—2,400	3 percent for employees below the top range on the salary schedule and 4 percent for employees at the top 5/1/86	2-year agreement negotiated 4/10/86 also provided: 3 percent wage increase for employees below the top range of the salary schedule effective 5/1/87 and $100 lump-sum payment for employees at the top of the salary schedule effective 12/20/87; $11,000 life insurance (was $10,000) effective 5/1/86 increasing to $12,000 on 5/1/87; see CWD June 1985.
State employees (general) Oregon State, County and Municipal Employees—1,500	3 percent 7/1/86	Deferred increase negotiated 6/20/85 (CWD Aug. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
State employees (health services) Oregon International Brotherhood of Teamsters (Ind.)—2,100	3 percent 7/1/86	Deferred increase negotiated 6/20/85 (CWD Aug. 1985).
State employees Oregon Oregon Public Employees —15,500	3 percent 7/1/86	Deferred increase negotiated 6/85 (CWD Aug. 1985).
State employees (peace officers) California California Correctional Peace Officers' Association—9,800	5 percent 7/1/86	Deferred increase negotiated 8/85 (CWD Feb. 1986).
State employees (patrol officers) California California Association of Highway Patrolmen (Ind.) —4,700	5 percent 7/1/86	Deferred increase negotiated 7/85 (CWD Sept. 1985).
State employees (protective service and safety) California California Union of Safety Employees (Ind.)—4,400	5 percent 7/1/86	Deferred increase negotiated 7/85 (CWD Nov. 1985).
State employees (engineers, technicians) California California State Employees Association (SEIU)—2,700	5 percent 7/1/86	Deferred increase negotiated 6/30/85 (CWD Oct. 1985).
State employees (professional engineers) California California Association of Professional Scientists—1,400	5 percent 7/1/86	Deferred increase negotiated 6/30/85 (CWD Oct. 1985).
State employees (attorneys, hearing officers) California Association of State Attorneys (Ind.)—1,800	5 percent 7/1/86	Deferred increase negotiated 6/30/85 (CWD Oct. 1985).
State employees (professional and scientific) California California Association of Professional Scientists—1,400	5 percent 7/1/86	Deferred increase negotiated 6/30/85 (CWD Oct. 1985).
State employees (psychiatric technicians) California Communications Workers —7,700	5 percent 7/1/86	Deferred increase negotiated 9/85 (CWD Feb. 1986).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
City employees (clerical) Los Angeles, CA State, County and Municipal Employees—3,000	4.5 percent 7/1/86	Deferred increase negotiated 5/23/85 (CWD Nov. 1985).
City employees (service, crafts) Los Angeles, CA Service Employees International —1,000	5 percent 7/1/86	Deferred increase negotiated 9/85 (CWD Nov. 1985).
City employees (equipment operators, laborers) Los Angeles, CA Los Angeles City Employees (Ind.)—3,400	5 percent 7/1/86	Deferred increase negotiated 2/86 (CWD Apr. 1986).
County employees (clerical and technical) Sacramento, CA Sacramento County Employees Association (Ind)—1,200	4-6 percent 7/1/86	Deferred increase negotiated 9/85 (CWD Nov. 1985); see CWD Feb. 1986.
County employees (general) Orange County, CA Orange County Employees Association (Ind.)—2,850	4.75 percent 7/1/86	Deferred increase negotiated 7/85 (CWD Nov. 1985).
County employees (clerical) Orange County, CA Orange County Employees Association (Ind.)—3,200	4.75 percent across-the-board and 2.75 percent inequity 7/1/86	Deferred increase negotiated 7/85 (CWD Nov. 1985).
County employees (supervisory management) Orange County, CA Orange County Employees Association (Ind.)—1,200	4.75 percent 7/1/86	Deferred increase negotiated 7/85 (CWD Nov. 1985).
State employees (supervisors) Alaska Alaska Police Employees Association (Ind.)—1,000	3.8 percent 7/16/86	Deferred increase negotiated 66/4/84 (CWD Oct. 1984); see CWD July 1985.
State employees (general government unit) Alaska Alaska State Employees Association—7,900	3.8 percent 7/16/86	Deferred increase negotiated 3/84 (CWD July 1984).
State employees (trades and crafts Alaska Laborers International—1,500	3.8 percent 7/16/86	Deferred increase negotiated 6/4/84 (CWD Aug. 1984); see CWD July 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
State employees (blue-collar workers) Hawaii United Public Workers—8,000	5 percent 7/1/86	Deferred increase negotiated 3/84 (CWD Apr. 1984); see CWD Jan. 1985).
State employees (white-collar workers) Hawaii Hawaii Government Employees Association—10,000	5 percent 7/1/86	Deferred increase negotiated 3/84 (CWD Apr. 1984); see CWD Jan. 1985.
State employees (police) Hawaii State of Hawaii Organization of Police Officers—1,450	5 percent 7/1/86	Deferred increase negotiated 4/84 (CWD July 1985).
State employees (professional, scientific) Hawaii Hawaii Government Employees Association (Ind.)—4,950	5 percent 7/1/86	Deferred increase negotiated 4/84 (CWD July 1985).
State employees (firefighters) Hawaii Hawaii Firefighters Association (IAFF)—1,500	5 percent 7/1/86	Deferred increase negotiated 4/84 (CWD July 1985).
State employees (institutional) Honolulu, HI Various—2,200	5 percent 7/1/86	Deferred increase negotiated 4/85 (CWD July 1985).

Table 1. Work stoppages involving 1,000 workers or more, 1947 to date[1]

Month and year	Number of stoppages		Workers involved		Days idle	
	Beginning in month or year	In effect during month or year	Beginning in month or year (thousands)	In effect during month or year (thousands)	Number (thousands)	Percent of estimated working time[2]
1947	270	-	1,629	-	25,720	
1948	245	-	1,435	-	26,127	0.22
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,180	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1.031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,567	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981	145	-	729	-	16,908	.07
1982	96	-	656	-	9,061	.04
1983	81	-	909	-	17,461	.08
1984	62	-	376	-	8,499	.04
1985	54	-	324	-	7,079	.03
1985: January	2	9	4.7	16.0	278.3	.01
February	4	10	29.3	39.6	259.3	.01
March	4	12	15.2	48.2	698.5	.03
April	3	8	6.2	14.8	222.1	.01
May	2	8	6.9	15.1	236.6	.01
June	2	8	15.7	28.5	454.3	.02
July	9	13	50.1	56.9	476.5	.02
August	6	18	15.3	66.8	810.8	.04
September	11	20	69.5	93.9	863.8	.04
October	6	20	76.6	119.3	1,428.8	.06
November	3	13	26.2	47.0	688.2	.04
December	2	9	8.2	38.0	661.9	.03
1986p: January	4	7	7.6	12.0	170.0	.01
February	3	7	24.0	28.4	309.5	.02
March	3	9	12.3	39.7	390.6	.02
April	4	9	7.2	18.7	321.5	.02
May	6	11	29.7	42.3	314.6	.02
June	11	16	199.1	207.0	3,707.4	.07

---

[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time: private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in " 'Total Economy' Measure of Strike Idleness," *Monthly Labor Review*, October 1968, pp. 54-56.

p = preliminary.

Table 2. Work stoppages involving 1,000 workers or more during June 1986

Organization involved and location[1]	Beginning date	Ending date	Number of workers[2]	Days of idleness during June
Watsonville Canning and Frozen Food Warehouse and Robert A. Shaw[3] Watsonville, CA Teamsters (Ind.)	9/9/85		1,000	22,000
Disneyland Hotels Anaheim, CA Hotel and Restaurant	3/2/86		1,100	11,000
Appalachian Regional Hospitals (9) West VA and KY Steelworkers	4/1/86		1,900	39,900
Boston Edison Company Boston, MA Utility Workers	5/16/86	6/12/86	3,000	27,000
Aluminum Company of America Interstate Steelworkers and Aluminum Workers	6/1/86		15,000	315,000
American Telephone and Telegraph Company Nationwide Communications Workers	6/1/86	6/26/86	155,000	2,945,000
Construction Chicago, IL Roofers	6/2/86	6/15/86	2,500	32,500
Construction Chicago, IL Plasterers	6/2/86		1,800	37,600
Toledo Edison Company Toledo, OH Electrical (IBEW)	6/2/86		1,100	23,100
Washington Gas Light Company WA; MD; and VA Gas Workers (Ind.) and Office and Professional Employees	6/5/86	6/22/86	1,800	21,600
Construction Berwyn, IL Sheetmetal Workers	6/14/86	6/30/86	8,000	88,000
Weyerhaeuser Company Portland, OR and Tacoma, WA Woodworkers and Machinists	6/16/86		7,500	82,500
General Electric Company Pittsfield, MA Electircal (IUE)	6/19/86	6/23/86	2,500	7,500
Scott Paper Company Mobile, AL Paperworkers	6/21/86		2,400	14,400
Construction Seattle, WA Painters	6/24/86		1,500	7,500
Stoppages beginning in June:	11 stoppages		199,100	
Stoppages in effect in June:	15 stoppages		206,100	3,674,100

[1] Labor organizations are affiliated with AFL-CIO except where noted as independent (Ind.).

[2] The number of workers involved is rounded to the nearest hundred.

[3] Less than 1,000 idle.

[4] Robert A. Shaw settled 2/18.

Major Agreements Expiring in August

Industry or activity	Employer and location	Labor organization[1]	Number of workers
Private			
Construction	National Electrical Contractors Association, Inc., Southeast Texas Chapter, Houston Division (Texas)	Electrical Workers	3,700
	Roofing Contractors Association of Southern California, Inc., and others (California)	Roofers	1,000
Apparel	National Neckwear Conference (New York, NY)	Clothing and Textile Workers	1,600
Chemicals	Avtex Fibers Inc. (Interstate)	Clothing and Textile Workers	1,500
Leather	Massachusetts Leather Manufacturers Association (Massachusetts)	Leather Workers	1,000
Stone, clay, and glass products	Wheaton Industries (Millville, NJ)	Glass, Pottery, Plastics	1,500
Primary metals	Armco Steel Corp. (Interstate)	Steelworkers	14,000
	Jones & Laughlin Steel Corp. (Interstate)	Steelworkers	32,000
	Republic Steel Corp. (Interstate)	Steelworkers	30,000
	Sharon Steel Corp. (Interstate)	Steelworkers	2,850
	Bethlehem Steel Co. (Interstate)	Steelworkers	49,000
	United States Steel Corp. (Interstate)	Steelworkers	102,000
	Babcock & Wilcox Co., Tubular Products Division (Beaver Falls, PA)	Steelworkers	4,500
	National Steel Corp. (Interstate)	Steelworkers	15,000
	Inland Steel Co. (Interstate)	Steelworkers	21,100
	Northwestern Steel and Wire Co. (Sterling, IL)	Steelworkers	1,600
Fabricated metal products	Fisher Controls Co. (Marshalltown, IA)	Auto Workers	1,300
Machinery	Cameron Iron Works, Inc. (Houston, TX)	Machinists	1,700
	Timken Co. (Canton, OH)	Steelworkers	8,000
Communication	Regional telephone companies: Ameritech, Bell Atlantic, Bell South, Nynex, Pacific Telesis, Southwestern Bell, and U.S. West	Communications Workers; Electrical Workers (IBEW); and others	375,000
Utilities	Alabama Power Co. (Alabama)	Electrical Workers (IBEW)	3,950
	Wisconsin Electric Power Co. (Wisconsin)	Electrical Workers (IBEW)	2,050
Restaurants	East Bay Restaurant Association (Alameda, CA)	Hotel Employees and Restaurant Employees	2,300
	Hotel Employers Association of San Francisco (California)	Hotel Employees and Restaurant Employees	5,000
Public			
Education	Florida: Broward County teachers	Teachers	7,700
	Brevard County Board of Education, teachers	Teachers	2,900
	Illinois: University of Illinois (Chicago), clerical	Service Employees	1,300
	Peoria Board of Education, teachers	Teachers	1,050
	Indiana: Fort Wayne Board of Education, teachers	Education Association (Ind.)	1,500
	Kansas: Kansas City teachers	Education Association (Ind.)	1,500
	Michigan: Warren Consolidated School District, teachers	Education Association (Ind.)	1,100
	New Mexico: Albuquerque Board of Education, teachers	Teachers	4,800
	Ohio: Columbus Board of Education, teachers	Education Association (Ind.)	4,500
	Pennsylvania: Philadelphia Board of Education, blue collar	Firemen and Oilers	5,000
General government	Ohio: Cincinnati general unit	Service Employees	2,800

[1] Affiliated with AFL-CIO except where noted as independent (Ind.).

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars are current earnings adjusted for price changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance, and Social Security.

The index covers all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981 = 100), for most of the current series. Compensation indexes begin in December 1979 for white-collar, blue-collar, and service workers, for goods-producing and service-producing industries, for manufacturing and nonmanufacturing, and for workers by bargaining status and by area size. Within the bargaining status series, compensation data for goods-producing and service-producing industries and for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during the reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those deferred from earlier negotiations, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for compensation). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Data relate to the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective date of

agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while compensation changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover or establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.32	$8.57
1977 dollars	5.18	5.25	5.29	5.14	4.89	4.83	4.83	4.89	4.91	4.88
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	175.45	189.00	203.70	219.91	235.10	255.20	267.26	280.70	292.86	299.09
1977 dollars	186.85	189.00	189.31	183.41	172.74	170.13	168.09	171.26	172.78	170.42
Indexes										
Average hourly compensation:										
All persons, business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	119.1	131.5	143.7	154.9	161.9	168.2	175.0
1977 dollars	98.7	100.0	100.8	99.4	96.7	95.7	97.3	98.5	98.2	98.6
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	118.7	130.0	143.3	154.4	161.7	167.5	173.5
1977 dollars	98.0	100.0	100.8	99.1	96.3	95.5	96.9	98.3	97.7	97.7
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.3	165.2
1977 dollars	99.0	100.0	100.5	97.4	93.5	92.6	93.4	94.8	94.6	94.1

[1] Production or nonsupervisory workers.
r = revised.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1985							1986					
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	Mayp	Junep
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$8.54	$8.52	$8.52	$8.67	$8.64	$8.66	$8.71	$8.72	$8.74	$8.73	$8.72	$8.72	$8.72
1977 dollars	4.86	4.85	4.84	4.91	4.88	4.88	4.89	4.88	4.91	4.93	4.94	4.92	–
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	300.61	299.05	299.90	303.45	301.54	301.37	306.59	302.58	300.66	302.93	301.71	302.58	305.20
1977 dollars	171.19	170.11	170.30	171.83	170.36	169.59	172.05	169.32	168.82	171.05	170.94	170.85	–
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	164.8	164.6	164.7	166.7	166.2	167.0	168.2	167.9	168.6	168.5	168.4	168.6	169.0
1977 dollars	93.8	93.6	93.5	94.4	93.9	94.0	94.4	94.0	94.6	95.2	95.4	95.2	–
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$8.57	$8.55	$8.59	$8.62	$8.63	$8.65	$8.70	$8.68	$8.71	$8.73	$8.72	$8.73	$8.75
1977 dollars	4.89	4.87	4.88	4.89	4.88	4.87	4.88	4.84	4.89	4.93	4.94	4.94	–
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	299.09	297.54	299.79	300.84	301.19	301.02	303.63	303.80	303.98	304.68	303.46	303.80	304.50
1977 dollars	170.62	169.44	170.43	170.74	170.45	169.49	170.20	169.72	170.58	171.94	171.93	171.83	–
Indexes													
Average hourly compensation (quarterly data):													
All persons, business sector:													
Current dollars (1977 = 100)	–	–	176.1	–	–	177.6	–	–	178.2	–	–	–	–
1977 dollars	–	–	98.9	–	–	98.7	–	–	98.7	–	–	–	–
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	–	–	174.2	–	–	175.6	–	–	176.5	–	–	–	–
1977 dollars	–	–	97.9	–	–	97.6	–	–	97.8	–	–	–	–
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	165.2	165.0	165.5	166.4	166.2	166.8	167.7	167.3	168.2	168.5	168.4	168.6	169.4
1977 dollars	94.1	94.2	93.9	94.1	94.4	94.0	93.9	94.0	93.5	94.4	95.1	95.4	–

[1] Production or nonsupervisory workers.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars											
Average hourly earnings, private nonfarm economy	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.32	$8.57
Mining	5.95	6.46	6.94	7.67	8.49	9.17	10.04	10.77	11.28	11.63	11.98
Contract construction	7.31	7.71	8.10	8.66	9.27	9.94	10.82	11.63	11.94	12.13	12.31
Manufacturing	4.83	5.22	5.68	6.17	6.70	7.27	7.99	8.49	8.83	9.19	9.53
Transportation and public utilities	5.88	6.45	6.99	7.57	8.16	8.87	9.70	10.32	10.79	11.12	11.40
Wholesale trade	4.73	5.03	5.39	5.88	6.39	6.96	7.56	8.09	8.55	8.89	9.16
Retail trade	3.36	3.57	3.85	4.20	4.53	4.88	5.25	5.48	5.74	5.85	5.94
Finance, insurance and real estate	4.06	4.27	4.54	4.89	5.27	5.79	6.31	6.78	7.29	7.63	7.94
Services	4.02	4.31	4.65	4.99	5.36	5.85	6.41	6.92	7.31	7.59	7.89
Indexes, 1977 = 100											
Hourly Earnings Index, private nonfarm economy[1]	86.7	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.3	165.2
Mining	85.4	92.5	100.0	112.2	122.9	134.2	148.2	158.9	166.7	173.8	178.9
Contract construction	90.3	95.1	100.0	106.7	114.1	121.9	132.0	141.2	145.6	148.1	150.4
Manufacturing	85.9	92.5	100.0	108.3	117.6	129.4	141.9	152.4	157.9	162.8	168.6
Transportation and public utilities	84.3	92.2	100.0	108.2	116.8	127.2	139.4	148.8	156.6	161.7	166.3
Wholesale trade	87.7	93.3	100.0	109.1	118.6	129.0	139.9	149.7	158.2	164.4	169.0
Retail trade	87.0	92.7	100.0	109.1	117.7	127.2	137.0	143.4	150.2	153.2	155.6
Finance, insurance, and real estate	89.2	94.0	100.0	107.6	116.0	127.0	138.1	148.3	158.7	165.7	171.8
Services	86.5	92.9	100.0	107.4	115.1	125.5	137.3	147.9	156.0	161.8	168.2

[1] Production or nonsupervisory workers.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1985							1986					
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	Mayp	Junep
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$8.54	$8.52	$8.52	$8.67	$8.64	$8.66	$8.71	$8.72	$8.74	$8.73	$8.72	$8.72	$8.72
Mining	12.02	11.92	11.99	12.05	12.00	12.07	12.27	12.24	12.32	12.35	12.43	12.43	12.51
Contract construction	12.17	12.21	12.28	12.46	12.42	12.28	12.47	12.34	12.35	12.22	12.29	12.34	12.31
Manufacturing	9.52	9.55	9.49	9.57	9.56	9.63	9.74	9.70	9.70	9.72	9.70	9.71	9.70
Transportation and public utilities	11.34	11.37	11.42	11.54	11.48	11.59	11.61	11.59	11.64	11.62	11.55	11.52	11.58
Wholesale trade	9.16	9.14	9.12	9.22	9.16	9.23	9.33	9.28	9.36	9.33	9.29	9.28	9.33
Retail trade	5.91	5.90	5.88	5.98	5.95	5.97	5.99	6.03	6.04	6.03	6.01	6.00	5.99
Finance, insurance, and real estate	7.96	7.88	7.91	8.04	8.01	8.06	8.15	8.14	8.28	8.30	8.29	8.33	8.43
Services	7.85	7.80	7.82	7.99	7.99	8.05	8.12	8.12	8.17	8.18	8.12	8.10	8.10
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	164.8	164.6	164.7	166.7	166.2	167.0	168.2	167.9	168.6	168.5	168.4	168.6	169.0
Mining	179.0	178.9	178.8	179.4	178.8	180.1	181.7	180.9	180.5	180.1	181.2	180.7	181.2
Contract construction	148.9	149.5	150.5	152.5	151.9	149.7	151.7	150.0	149.7	148.3	149.9	150.9	150.5
Manufacturing	168.5	169.1	168.6	169.3	169.3	170.2	171.3	171.4	171.6	171.9	172.2	172.5	172.5
Transportation and public utilities	165.2	165.2	166.1	168.6	167.7	169.5	170.1	169.3	170.3	169.8	169.0	168.7	169.7
Wholesale trade	169.0	168.5	168.3	170.2	169.1	170.3	172.2	171.1	172.4	171.9	171.3	171.3	172.1
Retail trade	155.4	154.9	154.8	157.0	156.0	156.2	157.0	157.3	157.7	157.7	157.8	157.7	157.9
Finance, insurance, and real estate	172.2	170.7	171.4	174.0	173.2	174.3	176.2	175.8	178.8	179.2	178.9	179.6	181.6
Services	167.7	166.7	167.2	170.5	170.1	171.4	172.8	172.7	173.8	174.0	173.1	173.1	173.5
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$8.57	$8.55	$8.59	$8.62	$8.63	$8.65	$8.70	$8.68	$8.71	8.73	$8.72	$8.73	$8.75
Mining[2]	12.02	11.92	11.99	12.05	12.00	12.07	12.27	12.24	12.32	12.35	12.43	12.43	12.51
Contract construction	12.29	12.29	12.32	12.35	12.33	12.34	12.40	12.25	12.29	12.23	12.34	12.39	12.43
Manufacturing	9.53	9.54	9.57	9.58	9.61	9.63	9.68	9.65	9.68	9.70	9.68	9.72	9.71
Transportation and public utilities	11.40	11.39	11.43	11.49	11.47	11.52	11.56	11.56	11.62	11.65	11.58	11.60	11.64
Wholesale trade	9.18	9.15	9.17	9.20	9.19	9.24	9.30	9.22	9.34	9.36	9.27	9.28	9.36
Retail trade	5.92	5.93	5.94	5.98	5.96	5.97	6.02	5.99	5.99	6.01	5.99	5.99	6.00
Finance, insurance, and real estate[2]	7.96	7.88	7.91	8.04	8.01	8.06	8.15	8.14	8.20	8.30	8.29	8.33	8.43
Services	7.91	7.88	7.93	7.97	7.98	8.02	8.05	8.05	8.11	8.16	8.11	8.12	8.17
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	165.2	165.0	165.5	166.4	166.2	166.8	167.7	167.3	168.2	168.5	168.4	168.6	169.4
Mining[2]	179.0	178.9	178.8	179.4	178.8	180.1	181.7	180.9	180.5	180.1	181.2	180.7	181.2
Contract construction	149.8	149.9	150.3	150.7	150.4	150.3	151.2	149.7	149.7	149.2	150.6	151.2	151.4
Manufacturing	168.7	169.0	169.4	169.5	169.7	170.2	171.0	170.7	171.3	171.8	172.0	172.4	172.7
Transportation and public utilities	166.4	166.2	166.6	167.9	167.4	168.5	169.1	168.6	169.6	170.2	169.3	169.7	170.9
Wholesale trade[2]	169.0	168.5	168.3	170.2	169.1	170.3	172.2	171.1	172.4	171.9	171.3	171.3	172.1
Retail trade	155.2	155.3	155.7	156.8	156.4	156.6	157.5	157.0	157.3	157.4	157.3	157.1	157.7
Finance, insurance, and real estate[2]	172.2	170.7	171.4	174.0	173.2	174.3	176.2	175.8	178.8	179.2	178.9	179.6	181.6
Services	168.7	167.7	168.9	169.8	169.9	170.9	171.6	171.7	173.1	174.0	173.1	173.3	174.5

[1] Production or nonsupervisory workers.

[2] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1984				1985				1986	
	I	II	III	IV	I	II	III	IV	I	IIp
Average hourly compensation:										
All persons, business sector	3.7	3.7	4.3	3.8	3.8	4.1	4.1	4.2	3.4	–
All employees, nonfarm business sector:										
Current dollars	3.4	3.5	3.9	3.6	3.7	3.7	3.6	3.5	2.9	–
1977 dollars	–1.0	-0.7	–0.3	–0.4	0.1	0.0	–0.1	0.0	–0.1	–
Average hourly earnings, private nonfarm economy[1]	4.2	4.1	4.0	3.4	3.2	3.1	2.8	3.0	2.8	2.3
Mining[2]	3.5	3.7	3.2	2.0	2.7	2.7	2.8	4.1	3.5	4.3
Contract construction	1.1	1.8	1.7	1.4	1.8	1.3	1.4	1.4	–.1	.8
Manufacturing	4.3	4.1	4.0	3.8	4.0	4.1	3.6	3.5	2.7	2.1
Transportation and public utilities	3.1	2.9	3.4	2.4	2.5	2.4	2.5	2.8	2.9	2.3
Wholesale trade	5.1	4.9	4.9	4.3	3.3	3.4	2.7	2.6	2.7	1.8
Retail trade	3.4	2.7	1.9	1.8	1.3	1.3	1.7	1.8	1.8	1.4
Finance, insurance, and real estate[2]	4.9	4.5	4.9	4.0	4.0	4.0	3.8	4.5	5.0	5.8
Services	4.7	4.5	4.5	4.2	4.0	4.0	3.9	4.1	4.3	3.6
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	3.6	3.5	3.4	3.1	3.1	3.1	3.0	3.0	2.8	2.5
1977 dollars	–.1	5	–.1	–.4	–.5	–1.0	–.2	–.2	–.1	–
Mining[2]	4.3	4.6	4.4	3.9	3.8	3.1	2.4	2.4	1.4	1.4
Contract construction	1.6	2.0	1.7	1.3	2.0	1.5	1.4	1.4	–.3	.6
Manufacturing	2.8	3.2	3.4	3.3	3.7	3.8	3.6	3.3	2.7	2.5
Transportation and public utilities	3.5	3.3	3.4	2.9	2.6	2.7	2.8	3.0	3.1	2.7
Wholesale trade[2]	5.2	4.8	4.7	4.2	3.1	3.1	2.5	2.4	2.5	1.7
Retail trade	3.6	2.8	1.9	1.7	1.3	1.2	1.7	1.8	1.8	1.5
Finance, insurance, and real estate[3]	4.7	4.4	4.6	3.6	3.4	3.5	3.5	4.2	4.8	5.4
Services	4.6	4.4	4.4	4.0	3.8	3.9	3.8	4.1	4.5	3.7
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	5.7	5.1	4.7	3.5	2.5	2.2	2.0	2.4	2.7	1.9
1977 dollars	1.9	2.0	1.1	–.1	–1.0	–1.9	–1.1	–.8	–.2	–

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1983		1984				1985				1986	
	III	IV	I	II	III	IV	I	II	III	IV	I	IIp
Average hourly compensation:												
All persons, business sector	1.5	5.1	4.9	3.3	4.1	3.1	4.8	4.4	4.2	3.4	1.4	–
All employees, nonfarm business sector:												
Current dollars	1.9	4.3	4.4	3.5	3.5	3.2	4.7	3.6	2.8	3.1	2.2	–
1977 dollars	–2.2	0.0	–0.7	–0.1	–0.4	–0.5	1.4	–0.4	0.2	–1.1	0.7	–
Average hourly earnings, private nonfarm economy[1]	3.4	5.2	4.0	3.6	3.3	2.7	3.0	3.2	2.2	3.5	2.2	1.2
Mining[2]	3.0	3.8	6.2	1.7	.9	–.7	8.9	1.9	1.3	4.3	6.4	5.1
Contract construction	.7	2.4	1.7	2.7	.6	.9	3.1	.5	1.0	1.2	–3.2	4.3
Manufacturing	3.9	5.1	4.5	3.1	4.2	4.0	4.8	3.4	2.4	3.2	1.5	1.1
Transportation and public utilities	.7	5.0	3.0	2.7	2.8	1.7	2.6	2.5	3.1	2.8	3.3	–.1
Wholesale trade	4.6	6.4	3.7	3.2	4.1	3.6	2.2	3.4	1.5	3.1	2.8	–.1
Retail trade	4.3	3.3	1.6	1.8	1.7	2.1	.7	1.6	2.5	2.3	.9	–.2
Finance, insurance and real estate[2]	1.8	7.5	6.8	2.1	3.7	3.9	6.4	2.2	2.7	6.7	8.5	5.4
Services	4.1	4.8	4.4	4.5	3.9	3.9	3.7	4.4	3.8	4.6	4.6	1.3
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	2.9	4.3	3.6	3.0	2.8	3.1	3.4	3.0	2.4	3.2	2.7	1.9
1977 dollars	–1.1	.9	.8	1.2	–3.2	–.4	.6	–.9	.1	–.6	1.4	–
Mining[2]	5.1	4.5	5.0	3.8	4.2	2.7	4.4	1.3	1.1	2.6	.7	1.3
Contract construction	.2	2.4	3.3	2.4	.7	.9	3.8	.5	.5	.8	–2.8	4.2
Manufacturing	2.2	3.5	3.9	3.2	3.4	3.6	4.6	3.6	2.5	2.4	2.3	2.6
Transportation and public utilities	1.5	4.9	3.9	2.6	3.1	2.4	2.4	2.9	3.4	3.3	2.8	1.2
Wholesale trade[2]	4.8	6.3	4.5	2.5	3.5	3.9	2.6	2.5	.9	3.6	3.1	–.6
Retail trade	4.0	3.5	1.4	1.9	.4	1.9	.9	1.8	2.2	2.3	1.0	.4
Finance, insurance, and real estate[2]	2.3	6.9	6.7	2.1	3.0	3.1	5.5	2.5	2.9	6.1	8.0	4.7
Services	4.3	5.2	3.2	4.2	3.7	3.9	3.4	4.7	3.3	4.9	5.0	1.7
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	4.2	6.8	5.6	4.0	2.1	2.0	1.9	2.8	1.4	3.5	3.0	–.3
1977 dollars	.2	3.5	2.3	2.2	–3.8	–1.5	–.9	–1.1	–.9	.4	1.7	–

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985							1986					
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	Mayp	Junep
Average hourly earnings, private nonfarm economy[1]	3.1	2.5	3.0	2.9	3.0	2.9	3.1	2.8	2.7	2.7	2.3	2.3	2.1
Mining[2]	3.4	2.5	3.1	2.8	3.1	3.8	4.8	3.2	3.5	3.7	4.1	4.6	4.1
Contract construction	1.1	1.1	1.4	1.6	1.4	1.4	1.6	.2	–.2	–.3	.4	.8	1.1
Manufacturing	4.0	3.8	3.7	3.5	3.6	3.3	3.5	2.7	2.7	2.6	2.0	2.3	1.9
Transportation and public utilities	2.7	2.0	2.6	2.9	2.6	2.9	2.8	2.8	3.0	3.0	2.3	2.4	2.1
Wholesale trade	3.5	2.6	2.9	2.6	2.5	2.7	2.5	2.6	2.8	2.7	1.8	1.6	2.0
Retail trade	1.2	1.4	1.5	2.2	1.7	1.2	2.4	1.9	1.7	1.9	1.5	1.2	1.4
Finance, insurance, and real estate[2]	5.0	3.5	4.4	3.5	4.4	4.4	4.6	4.6	5.1	5.3	5.5	6.1	5.9
Services	4.5	3.4	4.3	4.0	4.2	4.2	4.0	4.1	4.2	4.6	3.8	3.6	3.3
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	3.2	2.7	3.1	3.1	3.0	3.0	3.1	2.8	2.8	2.9	2.6	2.6	2.5
1977 dollars	–.8	–1.1	.1	.5	.1	–.3	–.4	–.9	–.1	1.0	1.4	1.4	–
Mining	3.1	2.5	2.7	2.0	2.3	2.2	2.7	1.9	1.1	1.3	1.4	1.6	1.3
Contract construction	1.1	1.1	1.5	1.7	1.5	1.2	1.5	.2	–.4	–.5	.2	.6	1.1
Manufacturing	3.8	3.7	3.6	3.4	3.2	3.3	3.3	2.7	2.7	2.7	2.5	2.5	2.4
Transportation and public utilities	3.0	2.4	2.8	3.2	2.6	3.2	3.2	2.9	3.2	3.3	2.6	2.7	2.7
Wholesale trade	3.3	2.3	2.7	2.4	2.3	2.4	2.4	2.4	2.6	2.5	1.7	1.6	1.8
Retail trade	1.2	1.2	1.7	2.2	1.9	1.4	2.1	2.0	1.8	1.7	1.6	1.2	1.6
Finance, insurance, and real estate	4.4	3.1	4.1	3.3	4.1	4.2	4.4	4.4	5.0	5.2	5.1	5.7	5.4
Services	4.5	3.4	4.1	4.0	4.0	4.3	3.9	4.2	4.4	4.7	3.9	3.8	3.4
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	2.2	1.6	2.4	2.0	2.7	2.0	2.5	2.8	2.7	2.4	2.1	1.8	1.8
1977 dollars	–1.8	–2.1	–.6	–.6	–.2	–1.3	–1.0	–.8	–.2	.5	1.0	.6	–

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985							1986					
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Junep
Average hourly earnings, private nonfarm economy[1]	3.1	2.6	2.6	2.8	2.6	2.8	3.1	3.1	2.8	2.6	2.1	1.9	1.2
Mining[2]	5.4	1.0	1.5	2.4	1.0	3.2	4.2	5.4	5.6	5.0	7.3	6.1	3.9
Contract construction	1.3	1.0	0.0	1.3	.7	.8	1.8	-.6	-.5	-1.9	.2	.8	.4
Manufacturing	3.9	3.0	3.0	2.8	2.5	2.8	3.2	2.3	2.3	2.5	1.5	1.9	.6
Transportation and public utilities	2.7	2.5	2.7	3.2	2.7	3.4	2.8	3.0	3.4	2.8	1.9	1.4	1.4
Wholesale trade	2.4	3.6	1.8	2.0	1.8	2.4	2.6	1.5	3.7	3.5	1.7	.9	1.3
Retail trade	1.4	1.7	1.7	2.7	2.0	1.7	3.4	2.0	1.7	1.0	1.0	.7	-.7
Finance, insurance, and real estate[2]	4.4	2.6	.8	4.1	3.9	5.4	4.8	6.7	9.5	6.6	7.1	6.8	7.0
Services	4.4	3.9	3.9	4.4	4.4	4.6	3.6	4.4	4.6	4.8	3.3	2.5	3.0
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	3.1	2.7	2.3	3.1	2.4	2.9	3.1	2.9	3.3	2.6	2.7	2.2	2.0
1977 dollars	-.4	-.7	-.9	.4	(3)	-3	-.5	-1.0	.7	1.5	2.9	3.1	-
Mining[2]	2.2	1.5	.4	1.8	.1	2.4	3.1	2.3	1.9	.8	2.8	.7	-.5
Contract construction	1.2	.8	-.1	.8	.1	.1	1.8	-1.3	-.8	-1.9	.4	1.2	.3
Manufacturing	3.9	3.4	3.1	2.6	2.3	2.4	2.7	2.1	2.3	2.7	2.7	2.6	2.0
Transportation and public utilities	3.1	2.8	2.8	3.8	3.0	3.9	3.2	2.9	3.6	2.7	2.3	1.5	2.2
Wholesale trade[2]	1.2	1.7	.3	3.1	.8	2.1	3.8	3.1	5.0	1.9	2.6	1.1	-.1
Retail trade	1.2	1.8	1.5	2.6	2.1	1.7	3.0	2.3	2.0	.7	1.2	.7	.3
Finance, insurance, and real estate[2]	4.2	2.7	1.2	4.1	3.5	5.2	4.7	6.1	8.9	6.2	6.7	6.1	6.2
Services	4.4	3.7	3.8	4.5	4.0	4.8	3.4	4.8	5.0	4.9	3.8	2.7	3.4
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	1.9	1.5	2.6	2.3	2.6	1.7	3.1	4.3	2.8	2.6	1.5	1.9	.6
1977 dollars	-1.5	-2.0	-.6	-.4	.2	-1.5	.5	.3	.2	1.4	1.7	2.8	-

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 9. Employment Cost Index by occupation and industry group[1]

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986
Civilian workers[2]	125.5	129.2	130.6	1.3	0.6	1.1	4.8	4.3	4.1
Workers, by occupational group									
White-collar workers	127.3	131.6	133.1	1.4	.7	1.1	5.3	4.9	4.6
Blue-collar workers	122.2	124.9	126.2	1.1	.4	1.0	3.8	3.3	3.3
Service workers	127.8	131.8	133.1	.8	.7	1.0	4.8	3.9	4.1
Workers, by industry division									
Goods-producing[3]	123.2	125.5	126.9	1.5	.5	1.1	4.6	3.4	3.0
Manufacturing	123.9	126.0	127.7	1.6	.4	1.3	5.1	3.3	3.1
Service-producing[4]	126.9	131.5	132.9	1.1	.6	1.1	4.9	4.8	4.7
Services	131.9	137.1	138.8	.8	.5	1.2	5.5	4.7	5.2
Health services	–	–	–	–	.3	1.2	–	–	3.6
Public administration[5]	130.1	134.8	136.8	1.2	.4	1.5	5.9	4.8	5.1
Nonmanufacturing	126.2	130.6	131.9	1.1	.7	1.0	4.6	4.6	4.5
Private industry workers[6]	124.2	127.5	128.9	1.2	.6	1.1	4.4	3.9	3.8
Workers, by occupational group									
White-collar workers	125.8	129.8	131.3	1.5	.8	1.2	4.9	4.8	4.4
Blue-collar workers	121.9	124.4	125.7	1.1	.3	1.0	3.7	3.2	3.1
Service workers	126.3	129.5	130.9	.5	.5	1.1	4.0	3.0	3.6
Workers, by industry division									
Goods-producing[3]	123.0	125.3	126.7	1.5	.6	1.1	4.5	3.4	3.0
Service-producing[4]	125.2	129.4	130.8	1.0	.5	1.1	4.2	4.4	4.5
State and local government workers	131.7	137.5	138.9	1.2	.7	1.0	6.3	5.7	5.5
Workers, by occupational group									
White-collar workers	132.5	138.6	140.0	1.1	.7	1.0	6.4	5.7	5.7
Blue-collar workers	128.1	132.7	134.7	1.7	.6	1.5	5.1	5.4	5.2
Workers, by industry division									
Services	132.8	139.1	140.4	1.1	.9	.9	6.7	5.9	5.7
Hospitals and other services[7]	131.1	135.2	136.8	1.5	.8	1.2	5.4	4.6	4.3
Health services	–	–	–	–	.6	.8	–	–	4.2
Schools	133.4	140.3	141.5	1.1	.9	.9	7.1	6.3	6.1
Elementary and secondary	134.4	142.0	143.0	.7	.8	.7	7.2	6.4	6.4
Public administration[5]	130.1	134.8	136.8	1.2	.4	1.5	5.9	4.8	5.1

– Data not available.

NOTE: See footnotes to table 14.

Table 10. Employment Cost Index for wages and salaries only, by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986
Civilian workers[2]	123.1	127.0	128.3	1.2	0.6	1.0	4.4	4.4	4.2
Workers, by occupational group									
White-collar workers	125.2	129.8	131.2	1.4	.8	1.1	4.9	5.1	4.8
Blue-collar workers	119.3	122.3	123.4	.9	.2	.9	3.5	3.5	3.4
Service workers	124.8	128.6	129.8	.4	.5	.9	4.0	3.5	4.0
Workers, by industry division									
Goods-producing[3]	120.3	123.1	124.4	1.3	.5	1.1	4.1	3.6	3.4
Manufacturing	121.0	123.8	125.3	1.3	.5	1.2	4.6	3.6	3.6
Service-producing[4]	124.7	129.4	130.7	1.1	.6	1.0	4.4	4.9	4.8
Services	129.7	134.8	136.4	.6	.4	1.2	5.2	4.6	5.2
Health services	–	–	–	–	.2	1.1	–	–	3.4
Public administration[5]	127.0	132.0	133.8	1.0	.5	1.4	5.5	5.0	5.4
Nonmanufacturing	123.9	128.4	129.6	1.1	.6	.9	4.2	4.7	4.6
Private industry workers[6]	122.0	125.6	126.8	1.2	.8	1.0	4.1	4.1	3.9
Workers, by occupational group									
White-collar workers	124.0	128.3	129.6	1.4	.8	1.0	4.6	4.9	4.5
Blue-collar workers	119.1	122.0	123.1	.9	.2	.9	3.5	3.4	3.4
Service workers	123.8	126.6	128.0	.1	.2	1.1	3.3	2.3	3.4
Workers, by industry division									
Goods-producing[3]	120.2	122.9	124.2	1.3	.5	1.1	4.1	3.5	3.3
Service-producing[4]	123.4	127.8	129.0	1.1	.6	.9	4.0	4.7	4.5
State and local government workers	128.4	134.2	135.5	1.0	.8	1.0	5.6	5.6	5.5
Workers, by occupational group									
White-collar workers	129.3	135.3	136.6	1.0	.7	1.0	5.8	5.7	5.6
Blue-collar workers	124.2	128.4	130.4	1.4	.4	1.6	4.3	4.8	5.0
Workers by industry division									
Services	129.4	135.6	136.8	1.0	.8	.9	5.9	5.9	5.7
Hospitals and other services[7]	127.7	130.9	132.4	1.4	.5	1.1	4.8	4.0	3.7
Health services	–	–	–	–	.3	.7	–	–	3.7
Schools	129.9	137.0	138.0	.9	.9	.7	6.3	6.4	6.2
Elementary and secondary	130.8	138.5	139.4	.5	.7	.6	6.4	6.4	6.6
Public administration[5]	127.0	132.0	133.8	1.0	.5	1.4	5.5	5.0	5.4

– Data not available.

NOTE: See footnotes to table 14.

Table 11. Employment Cost Index, private industry workers,[1] by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986
Private industry workers[1]	124.2	127.5	128.9	1.2	0.6	1.1	4.4	3.9	3.8
Excluding sales workers	124.5	127.6	129.1	1.0	.4	1.2	4.2	3.5	3.7
Workers, by occupational group									
White-collar workers	125.8	129.8	131.3	1.5	.8	1.2	4.9	4.8	4.4
Excluding sales workers	126.7	130.4	132.2	1.0	.5	1.4	4.5	3.9	4.3
Professional and technical workers	–	–	–	–	–	1.1	–	–	–
Managers and administrators	–	–	–	–	–	1.6	–	–	–
Clerical workers	–	–	–	–	–	1.3	–	–	–
Blue-collar workers	121.9	124.4	125.7	1.1	.3	1.0	3.7	3.2	3.1
Craft and kindred workers	–	–	–	–	–	1.3	–	–	–
Operatives, except transport	–	–	–	–	–	1.0	–	–	–
Transport equipment operatives	–	–	–	–	–	.8	–	–	–
Nonfarm laborers	–	–	–	–	–	.6	–	–	–
Service workers	126.3	129.5	130.9	.5	.5	1.1	4.0	3.0	3.6
Workers, by industry division									
Goods-producing[2]	123.0	125.3	126.7	1.5	.6	1.1	4.5	3.4	3.0
Construction	–	–	–	–	.7	.3	–	–	2.8
Manufacturing	123.9	126.0	127.7	1.6	.4	1.3	5.1	3.3	3.1
Durables	–	–	–	–	–	1.2	–	–	–
Nondurables	–	–	–	–	–	1.3	–	–	–
Service-producing[2]	125.2	129.4	130.8	1.0	.5	1.1	4.2	4.4	4.5
Transportation and public utilities	–	–	–	–	.4	1.3	–	–	4.0
Transportation	–	–	–	–	.0	2.0	–	–	4.3
Public utilities	–	–	–	–	.9	.3	–	–	3.7
Wholesale and retail trade	–	–	–	–	.7	.6	–	–	4.2
Finance, insurance and real estate	–	–	–	–	1.6	.9	–	–	4.3
Services	–	–	–	–	.3	1.5	–	–	4.9
Health services	–	–	–	–	.3	1.2	–	–	3.5
Nonmanufacturing	124.4	128.4	129.7	1.1	.6	1.0	4.0	4.3	4.3

– Data not available.
NOTE: See footnotes to table 14.

Table 12. Employment Cost Index for wages and salaries, private industry workers,[5] by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986
Private industry workers	122.0	125.6	126.8	1.2	0.6	1.0	4.1	4.1	3.9
Excluding sales workers	122.5	125.9	127.3	.8	.3	1.1	3.9	3.6	3.9
Workers, by occupational group									
White-collar workers	124.0	128.3	129.6	1.4	.8	1.0	4.6	4.9	4.5
Excluding sales workers	125.6	129.4	131.1	1.0	.5	1.3	4.5	4.0	4.4
Professional and technical workers	127.7	131.5	132.7	.3	.2	.9	4.5	3.3	3.9
Managers and administrators	123.8	128.4	130.5	1.3	.5	1.6	4.9	5.1	5.4
Sales workers	116.3	122.5	122.4	4.2	2.7	-.1	5.5	9.8	5.2
Clerical workers	124.7	127.9	129.6	1.5	.6	1.3	4.1	4.1	3.9
Blue-collar workers	119.1	122.0	123.1	.9	.2	.9	3.5	3.4	3.4
Craft and kindred workers	120.8	123.8	125.3	1.2	.1	1.2	3.7	3.7	3.7
Operatives, except transport	118.9	121.6	122.6	.8	.4	.8	3.5	3.1	3.1
Transport equipment operatives	114.5	117.8	118.0	.4	.1	.2	2.5	3.3	3.1
Nonfarm laborers	116.7	119.7	120.0	.7	1.0	.2	3.4	3.4	2.8
Service workers	123.8	126.6	128.0	.1	.2	1.1	3.3	2.3	3.4
Workers, by industry division									
Goods-producing[3]	120.2	122.9	124.2	1.3	.5	1.1	4.1	3.5	3.3
Construction	115.5	117.9	118.3	1.0	.5	.3	1.9	3.1	2.4
Manufacturing	121.0	123.8	125.3	1.3	.5	1.2	4.6	3.6	3.6
Durables	120.6	123.4	124.8	1.3	.6	1.1	4.2	3.6	3.5
Nondurables	121.6	124.6	126.1	1.2	.5	1.2	5.0	3.7	3.7
Service producing[4]	123.4	127.8	129.0	1.1	.6	.9	4.0	4.7	4.5
Transportation and public utilities	121.7	125.2	126.3	.8	.3	.9	2.7	3.7	3.8
Transportation	-	-	-	-	-.1	1.1	-	-	3.6
Public utilities	-	-	-	-	1.0	.5	-	-	4.0
Wholesale and retail trade	118.8	123.7	124.5	.6	.8	.6	3.9	4.7	4.8
Wholesale trade	123.7	128.3	129.7	.7	.5	1.1	4.7	4.4	4.9
Retail trade	116.9	121.9	122.5	.6	.9	.5	3.6	4.9	4.8
Finance, insurance, and real estate	122.0	126.5	126.6	5.4	1.9	.1	5.1	9.2	3.8
Services	129.9	134.1	136.2	.3	.1	1.6	4.6	3.6	4.8
Health services	-	-	-	-	.2	1.2	-	-	3.3
Nonmanufacturing	122.6	126.6	127.7	1.2	.6	.9	3.9	4.5	4.2

- Data not available.

NOTE: See footnotes to table 14.

Table 13. Employment Cost Index, private industry workers, by bargaining status, region, and area size[5]

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986
Workers, by bargaining status									
Union	124.8	127.1	128.4	0.7	0.5	1.0	3.5	2.6	2.9
Goods-producing[3]	123.6	125.2	126.4	.6	.5	1.0	3.7	1.9	2.3
Service-producing[4]	126.7	130.2	131.6	.9	.5	1.1	3.1	3.7	3.9
Manufacturing	124.2	125.5	127.0	.8	.4	1.2	4.1	1.9	2.3
Nonmanufacturing	125.3	128.6	129.7	.6	.6	.9	2.8	3.3	3.5
Nonunion	123.8	127.5	129.0	1.6	.6	1.2	4.9	4.6	4.2
Goods-producing[3]	122.4	125.1	126.7	2.3	.6	1.3	5.3	4.6	3.5
Service-producing[4]	124.7	129.0	130.4	1.1	.5	1.1	4.7	4.6	4.6
Manufacturing	123.6	126.3	128.1	2.3	.5	1.4	6.0	4.6	3.6
Nonmanufacturing	123.9	128.1	129.5	1.2	.6	1.1	4.5	4.7	4.5
Workers, by region									
Northeast	125.1	129.9	131.6	1.1	.9	1.3	5.2	4.9	5.2
South	124.2	127.2	128.7	1.6	.6	1.2	3.8	4.1	3.6
Midwest (formerly North Central)	122.0	124.6	125.9	1.0	.3	1.0	4.1	3.1	3.2
West	126.8	129.8	130.8	1.5	.5	.8	4.8	3.9	3.2
Workers, by area size									
Metropolitan areas	124.7	128.1	129.5	1.2	.6	1.1	4.4	4.0	3.8
Other areas	121.4	123.9	125.5	1.3	.0	1.3	4.0	3.4	3.4

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See footnotes to table 14.

Table 14. Employment Cost Index for wages and salaries, private industry workers,[8] by bargaining status, region, and area size
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986	Mar. 1985	Dec. 1985	Mar. 1986
Workers, by bargaining status									
Union	121.7	124.7	125.6	0.7	0.5	0.7	3.0	3.1	3.2
Goods-producing[3]	120.0	122.7	123.4	.6	.4	.6	3.4	2.9	2.8
Service-producing[4]	124.2	127.8	129.0	.6	.6	.9	2.3	3.5	3.9
Manufacturing	120.4	123.3	124.2	.8	.4	.7	3.7	3.2	3.2
Nonmanufacturing	122.8	125.9	126.9	.6	.5	.8	2.2	3.1	3.3
Nonunion	122.1	125.9	127.3	1.4	.6	1.1	4.6	4.6	4.3
Goods-producing[3]	120.2	123.0	124.5	1.8	.6	1.2	4.7	4.1	3.6
Service-producing[4]	123.1	127.7	128.9	1.2	.6	.9	4.6	5.0	4.7
Manufacturing	121.5	124.4	126.1	1.7	.6	1.4	5.3	4.1	3.8
Nonmanufacturing	122.3	126.6	127.8	1.3	.6	.9	4.4	4.9	4.5
Workers, by region									
Northeast	123.0	128.1	129.2	.9	1.0	.9	4.8	5.1	5.0
South	122.3	125.4	126.8	1.7	.5	1.1	3.7	4.3	3.7
Midwest (formerly North Central)	119.6	122.9	124.2	.8	.3	1.1	3.5	3.5	3.8
West	124.0	127.1	128.1	1.2	.4	.8	4.4	3.8	3.3
Workers, by area size									
Metropolitan areas	122.4	126.3	127.4	1.2	.6	.9	4.1	4.4	4.1
Other areas	119.6	122.0	123.6	1.1	.1	1.3	3.9	3.1	3.3

[1] The index measures changes in total compensation costs (wages, salaries, and employer costs for employee benefits).

[2] Includes private industry and State and local government workers and excludes farm, households, and Federal government workers.

[3] Includes mining, construction, and manufacturing.

[4] Includes transprtation, public utilities, trade, finance, insurance, real estate, and, where applicable, public administration in State and local governments.

[5] Consists of legislative, judicial, administrative, and regulatory activities.

[6] Excludes farm and household workers.

[8] The index measures changes in total compensation costs (wages, salaries, and employer costs for employee benefits): Farm and household workers are excluded.

Table 15. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending														
	1982		1983				1984				1985				1986
	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	Ip
Compensation adjustments:[2]															
First year	4.2	3.2	2.6	3.1	2.4	3.4	4.8	4.7	4.2	3.6	3.4	3.4	3.1	2.6	2.3
Over life of contract[3]	2.9	2.8	2.9	3.6	3.0	3.0	3.6	3.5	3.2	2.8	2.6	2.7	2.7	2.7	2.6
Wage-rate adjustments in-															
All industries															
First year	4.4	3.8	3.0	2.7	2.2	2.6	3.5	3.5	3.2	2.4	2.4	2.4	2.4	2.3	2.0
Contracts with COLA clauses[4]	3.0	2.2	1.3	.8	.4	1.9	4.0	4.6	4.5	2.9	2.5	2.3	1.9	1.6	1.6
Contracts without COLA clauses	7.5	7.0	6.0	4.7	3.7	3.3	3.0	2.7	2.3	2.1	2.4	2.4	2.7	2.7	2.2
Over life of contract[3]	3.7	3.6	3.5	3.5	3.2	2.8	3.0	3.1	2.8	2.4	2.3	2.4	2.5	2.7	2.5
Contracts with COLA clauses	2.1	2.1	2.2	2.3	2.2	2.0	2.6	2.9	2.8	1.8	1.3	1.5	1.8	2.5	2.6
Contracts without COLA clauses	7.0	6.6	6.0	4.7	4.1	3.7	3.4	3.2	2.8	2.7	2.8	2.8	3.0	2.8	2.5
Manufacturing															
First year	2.9	2.8	1.5	1.2	.6	.4	2.6	3.0	2.6	2.3	2.1	2.0	1.5	.8	.8
Contracts with COLA clauses	2.2	2.3	1.0	.4	-.2	-.7	2.4	3.2	1.5	2.1	2.0	1.9	1.5	.8	.8
Contracts without COLA clauses	7.1	6.3	5.4	4.7	2.9	3.2	2.9	2.8	3.7	2.9	2.5	2.2	1.5	.9	.9
Over life of contracts[3]	2.5	2.6	2.2	2.5	2.3	2.1	2.8	3.1	2.8	1.5	1.4	1.5	1.6	1.8	1.8
Contracts with COLA clauses	2.0	2.1	1.8	2.0	1..8	1.4	2.2	2.8	1.8	1.0	.9	1.0	1.4	2.1	2.1
Contracts without COLA clauses	6.1	5.8	5.1	4.6	3.9	3.9	3.7	3.6	3.8	3.3	3.2	3.0	2.4	1.6	1.5
Nonmanufacturing															
First year	6.0	4.8	5.0	3.8	3.3	3.8	3.8	3.7	3.3	2.5	2.6	2.7	3.2	3.3	2.8
Contracts with COLA clauses	4.3	1.9	2.4	1.7	1.7	4.4	4.9	5.2	5.4	5.5	5.1	4.3	4.0	3.6	2.5
Contracts without COLA clauses	7.6	7.2	6.2	4.7	3.9	3.3	3.0	2.6	2.1	2.0	2.4	2.5	3.0	3.3	2.7
Over life of contract[3]	4.9	4.7	5.4	4.2	3.9	3.2	3.1	3.0	2.8	2.9	2.8	2.9	3.3	3.3	3.0
Contracts with COLA clauses	2.4	2.1	3.5	3.1	3.1	2.6	2.9	3.0	3.1	4.8	4.0	3.8	3.9	3.6	3.6
Contracts without COLA clauses	7.3	6.9	6.2	4.7	4.1	3.7	3.3	3.0	2.6	2.6	2.7	2.8	3.2	3.3	2.9
Construction															
First year	6.7	6.5	5.2	2.6	1.6	1.5	1.2	.8	.9	.5	.9	1.1	1.0	1.5	1.7
Contracts with COLA clauses	-1.4	-1.4	-2.3	-1.2	-.6	-.6	.1	-.4	4.0	4.0	4.6	9.2	-	-	-
Contracts without COLA clauses	7.1	6.8	6.0	3.3	2.0	1.9	1.4	.9	.9	.4	.8	1.0	-	-	-
Over life of contract[3]	6.6	6.3	5.4	2.9	2.4	2.4	2.0	1.7	1.4	1.0	1.4	1.7	1.7	2.1	2.2
Contracts with COLA clauses	-.2	-.2	.8	.8	.9	.9	.7	.0	1.4	1.4	1.7	4.6	-	-	-
Contracts without COLA clauses	6.9	6.6	5.9	3.3	2.6	2.6	2.2	1.8	1.4	1.0	1.4	1.7	-	-	-

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

COLA = Cost of Living Adjustment.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 16. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] by year and quarter

Measure	Annual average						Quarterly average									
	1980	1981	1982	1983	1984	1985	1983	1984				1985				1986
							IV	I	II	III	IV	I	II	III	IV	Ip
Compensation adjustments:[2]																
First year	10.4	10.2	3.2	3.4	3.6	2.6	4.9	5.1	3.5	2.7	3.7	3.6	3.5	2.0	2.0	.3
Over life of contract[3]	7.1	8.3	2.8	3.0	2.8	2.7	3.1	4.7	3.2	3.1	2.0	2.7	3.4	3.0	1.4	1.2
Wage adjustments in—																
All industries:																
First year	9.5	9.8	3.8	2.6	2.4	2.3	4.2	2.8	2.6	2.1	2.3	3.3	2.5	2.0	2.1	0.8
Contracts with COLA clauses	8.0	8.0	2.2	1.9	2.9	1.6	4.9	4.7	1.3	1.5	2.6	2.4	1.5	.5	3.1	2.2
Contracts without COLA clauses	11.7	10.6	7.0	3.3	2.1	2.7	2.7	1.6	2.7	2.1	1.1	3.6	2.8	2.9	1.3	.5
Over life of contract[3]	7.1	7.9	3.6	2.8	2.4	2.7	2.8	3.2	2.7	2.6	1.5	3.2	2.8	3.1	1.9	1.6
Contracts with COLA clauses	5.0	5.5	2.1	2.0	1.8	2.5	2.6	4.4	1.3	1.6	1.3	1.8	2.4	2.6	2.7	2.4
Contracts without COLA clauses	10.3	8.8	6.6	3.7	2.7	2.8	3.9	2.6	2.9	2.7	2.1	3.5	2.9	3.3	1.3	1.4
Manufacturing:																
First year	7.4	7.2	2.8	.4	2.3	.8	2.9	2.5	2.5	2.3	2.2	.8	1.6	.5	.9	.9
Contracts with COLA clauses	6.5	6.2	2.3	–.7	2.1	.8	1.2	2.7	1.4	.7	2.2	1.4	1.1	.1	1.8	1.6
Contracts without COLA clauses	10.3	7.6	6.3	3.2	2.9	.9	5.0	2.3	3.2	3.8	2.5	.5	2.2	1.1	.1	.6
Over life of contract[3]	5.4	6.1	2.6	2.1	1.5	1.8	3.1	2.5	2.8	2.5	1.0	1.6	2.3	2.3	.9	1.5
Contracts with COLA clauses	4.4	4.8	2.1	1.4	1.0	2.1	1.7	2.4	1.4	1.2	.8	1.1	2.1	2.4	1.8	1.7
Contracts without COLA clauses	8.9	6.6	5.8	3.9	1.6	3.3	4.9	2.6	3.5	3.8	3.5	2.0	2.7	2.1	.4	1.4
Nonmanufacturing:																
First year	10.9	11.2	4.8	3.8	2.5	3.3	4.5	2.9	2.6	2.0	2.5	4.7	2.8	3.6	3.4	.7
Contracts with COLA clauses	9.7	8.9	1.9	4.4	5.5	3.6	5.4	5.9	1.1	5.0	5.0	5.0	2.1	3.1	4.6	3.5
Contracts without COLA clauses	12.2	12.1	7.2	3.3	2.0	3.3	1.4	2.7	1.9	.6	4.6	2.9	3.7	2.5	.5	
Over life of contract[3]	8.3	8.8	4.7	3.2	2.9	3.3	2.7	3.6	2.7	2.6	2.8	4.0	3.0	3.9	2.9	1.6
Contracts with COLA clauses	5.7	5.8	2.1	2.6	4.8	3.6	2.8	5.5	.9	3.1	4.8	3.5	2.9	4.2	4.0	3.7
Contracts without COLA clauses	10.8	9.9	6.9	3.7	2.6	3.3	2.5	2.6	2.8	2.6	1.7	4.0	3.0	3.9	2.2	1.5
Construction:																
First year	13.6	13.5	6.5	1.5	.5	1.5	1.1	–3.6	1.1	2.0	–2.8	–.8	1.5	2.1	.6	1.7
Contracts with COLA clauses	13.9	8.8	1.4	–0.6	–	–	–	–	–	–	–	–	–	–	–	–
Contracts without COLA clauses	13.6	14.0	6.8	1.9	–	–	–	–	–	–	–	–	–	–	–	–
Over life of contract[3]	11.5	11.3	6.3	2.4	1.0	2.1	2.6	–2.8	1.4	2.1	–.8	.5	2.2	2.3	.6	2.5
Contracts with COLA clauses	8.8	8.4	–.2	0.9	–	–	–	–	–	–	–	–	–	–	–	–
Contracts without COLA clauses	12.0	11.6	6.6	2.2	–	–	–	–	–	–	–	–	–	–	–	–

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost of Living Adjustment clause.

NOTE: Dashes indicate that data are not adequate for publication.

Table 17. Average quarterly effective wage adjustments in agreements covering 1,000 workers or more, by year and quarter

(In percent)

Measure	Annual average[1]				Quarterly average							
					1984			1985				1986
	1982	1983	1984	1985	II	III	IV	I	II	III	IV	Ip
Total effective adjustments (prorated over all workers)	6.8	4.0	3.7	3.3	–	1.2	0.7	0.7	0.8	1.2	0.5	0.6
Source:												
Current settlements	1.7	.8	.8	.7	.1	.3	.3	.1	.2	.2	.1	(¹)
Prior agreements	3.6	2.5	2.0	1.8	.7	.7	.2	.6	.5	.5	.2	.4
Cost of living adjustment	1.4	.6	.9	.7	.2	.3	.2	.1	.1	.4	.1	.2
Industry												
Manufacturing	5.2	2.7	4.3	2.8	1.0	1.0	1.1	.9	.6	.8	.5	.9
Nonmanufacturing	7.9	4.8	3.3	3.6	.9	1.3	.4	.7	1.0	1.4	.4	.4
Nonmanufacturing, excluding construction	7.1	5.0	3.4	3.7	.6	1.4	.6	.9	.7	1.6	.5	.5
Construction	9.7	4.4	2.9	3.0	1.7	.9	0.0	.1	1.8	.9	.1	.2
Transportation and public utilities	7.1	4.4	3.0	3.6	.4	1.5	1.5	.6	.6	2.0	.3	.2
Wholesale and retail trade	6.8	5.1	3.4	3.3	.9	.7	.5	1.0	.8	.8	.7	.9
Services	7.8	7.0	4.9	5.1	.5	2.3	.6	1.7	.9	1.8	.7	1.1
Effective wage change for workers receiving changes	7.2	4.7	4.4	4.1	2.8	3.6	2.7	2.6	2.5	2.9	1.5	1.9
Source:												
Current settlements	7.4	2.8	3.0	3.4	2.3	3.1	2.5	4.6	3.1	3.0	2.6	.7
Prior agreements	6.3	5.9	4.0	3.7	4.3	3.3	3.1	4.0	3.9	2.6	3.0	3.0
Cost-of-living adjustment	3.1	2.1	2.7	2.2	1.0	1.6	1.3	.5	.9	1.8	.5	.8
Total number of workers receiving wage change (in millions)	7.9	6.5	6.2	5.6	2.5	2.4	1.9	2.0	2.4	2.8	2.1	2.2
Source:												
Current settlements	1.9	2.3	1.9	1.4	.4	.4	.9	.2	.5	.5	.4	.1
Prior agreements	4.8	3.3	3.7	3.4	1.1	1.6	.4	1.0	.9	1.4	.5	1.0
Cost-of-living adjustment	3.8	2.3	2.5	2.3	1.5	1.2	1.2	1.0	1.0	1.7	1.3	1.4
Number of workers not receiving a wage change (in millions)	.5	1.2	1.1	1.4	4.8	4.9	5.5	4.9	4.6	4.1	4.8	4.7

[1] Less than 0.05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.
p = preliminary.

Table 18. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	October 85	4.6	4.8	4.7	3.5	3.2
Northeast	October 85	5.1	5.1	5.5	3.7	4.7
Albany-Schenectady-Troy	September 85	3.4	7.5	3.1	2.9	3.1
Boston	August 85	5.5	5.0	4.8	4.2	5.5
Buffalo	October 85	4.7	3.9	3.4	3.6	4.4
Hartford	July 85	5.0	5.4	3.7	4.7	3.6
Nassau-Suffolk	August 85	5.6	5.6	2.4	4.7	4.9
Newark	January 86	5.0	6.4	5.2	4.7	3.7
New York	May 85	5.6	5.5	7.3	3.2	6.6
Northeast Pennsylvania	August 85	4.5	5.8	6.4	3.7	2.4
Paterson-Clifton-Passaic	June 85	6.3	4.5	–	5.0	5.9
Philadelphia	November 85	4.5	5.0	3.5	3.5	2.4
Pittsburgh	January 86	3.5	3.7	2.7	1.6	.4
Portland	December 85	4.9	4.9	–	4.6	5.0
Poughkeepsie	September 85	–	–	–	–	–
Poughkeepsie-Kingston-Newburgh	September 84	–	–	–	3.5	2.5
Providence-Warwick-Pawtucket	June 85	5.2	5.1	5.9	5.7	4.5
Trenton	November 85	4.8	4.9	–	3.9	–
Worcester	April 85	4.6	4.4	–	4.6	3.0
York	January 86	3.0	5.8	4.9	3.7	3.1
South	October 85	4.9	5.0	5.4	3.4	2.4
Atlanta	May 86	6.2	6.0	4.1	4.2	4.6
Baltimore	August 85	4.4	4.6	5.6	2.1	3.2
Chattanooga	September 85	4.2	–	–	2.5	1.3
Corpus Christi	July 85	–	–	–	2.9	1.6
Dallas-Fort Worth	December 85	5.3	5.6	5.6	3.1	2.0
Daytona Beach	August 85	–	–	–	–	–
Gainesville	September 85	–	–	–	–	–
Greensboro-Winston-Salem-High Point	August 85	4.2	4.3	6.0	4.7	3.3
Greenville-Spartanburg	June 86	3.5	6.1	5.0	4.5	1.8
Houston	April 86	4.3	3.5	3.9	1.3	2.1
Huntsville	February 86	–	–	–	4.4	6.9
Jackson	January 86	4.7	4.4	–	2.7	1.3
Jacksonville	December 85	4.9	5.1	–	3.4	2.7
Louisville	November 85	4.4	4.1	6.8	3.2	4.0
Memphis	November 85	5.6	5.7	–	3.6	3.0
Miami	October 85	4.8	7.2	–	3.8	1.7
New Orleans	October 85	3.9	5.1	–	2.8	1.6
Norfolk-Virginia Beach-Portsmouth	May 86	4.4	5.6	–	2.9	1.9
Oklahoma City	August 85	4.2	4.9	–	4.0	1.1
Richmond	June 85	5.7	6.1	6.3	4.7	3.0
San Antonio	May 85	6.3	5.9	–	4.7	–
Washington	March 85	5.4	5.2	–	4.6	2.5
Midwest	October 85	4.3	4.5	3.7	3.6	3.5
Chicago	March 85	4.6	5.7	5.1	3.4	1.7
Cincinnati	July 35	4.0	4.3	3.7	3.3	3.2
Cleveland	September 85	4.1	4.0	3.8	4.7	1.4
Columbus	October 85	5.2	5.2	4.6	3.2	2.4
Davenport-Rock Island-Moline	February 86	3.3	3.9	4.1	2.8	3.2
Dayton	December 85	4.0	5.2	5.3	2.4	2.6
Detroit	April 85	4.1	3.6	1.2	3.9	3.0
Gary-Hammond-East Chicago	November 85	–	–	2.3	4.0	–
Green Bay	August 85	–	5.7	–	4.7	3.7
Indianapolis	October 85	4.4	4.4	4.6	3.3	3.6
Kansas City	September 85	4.4	7.4	3.1	4.4	3.1
Milwaukee	May 85	4.5	5.6	4.5	3.1	2.3
Minneapolis-St. Paul	January 86	5.3	4.5	5.0	3.2	2.7
Omaha	October 85	4.2	2.5	–	3.4	2.9
Saginaw	November 84	–	–	–	–	5.0
St. Louis	March 85	3.8	3.6	4.8	3.3	2.5

Table 18. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
South Bend	August 85	5.4	3.5	–	3.7	4.4
Toledo	June 85	4.5	5.7	7.4	3.9	3.8
Wichita	April 85	2.5	4.9	1.6	2.6	2.0
West	October 85	4.1	4.5	4.8	3.1	0.2
Anaheim-Santa Ana-Garden Grove	October 85	4.6	4.3	7.2	4.4	2.2
Billings	July 85	4.6	–	–	2.3	3.3
Denver-Boulder	December 85	2.6	3.9	4.2	2.9	.9
Fresno	June 85	4.7	–	–	3.3	–
Los Angeles-Long Beach	October 85	4.5	5.5	6.1	3.3	–1.0
Portland	June 85	4.4	4.5	–	3.2	.7
Sacramento	December 85	4.9	–	–	2.8	–
Salt Lake City-Ogden	November 85	4.2	5.4	–	3.1	2.8
San Diego	December 85	3.9	3.7	3.5	4.2	2.6
San Francisco-Oakland	March 85	4.6	3.3	4.3	3.0	–.1
San Jose	March 85	5.0	4.8	–	3.7	1.7
Seattle-Everett	December 85	.9	2.4	–	2.4	4.0

NOTE: Dashes indicate that data are not adequate for publication.

Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1985						1986					
	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Major bargaining settlements in private industry			x							x	x	
State and local government settlements			x								x	
Employment Cost Index quarterly article			x			x			x			x
Employment Cost Index historical table											x	
Major work stoppages in 1985									x			
Other articles					x[1]				x[2]			
Index to wage and benefit changes in preceding year								x				

[1] Collective bargaining activity in 1986.

[2] Union membership of employed wage and salary workers.

U.S. Department of Labor
Bureau of Labor Statistics
Washington, D.C. 20212

Official Business
Penalty for private use, $300

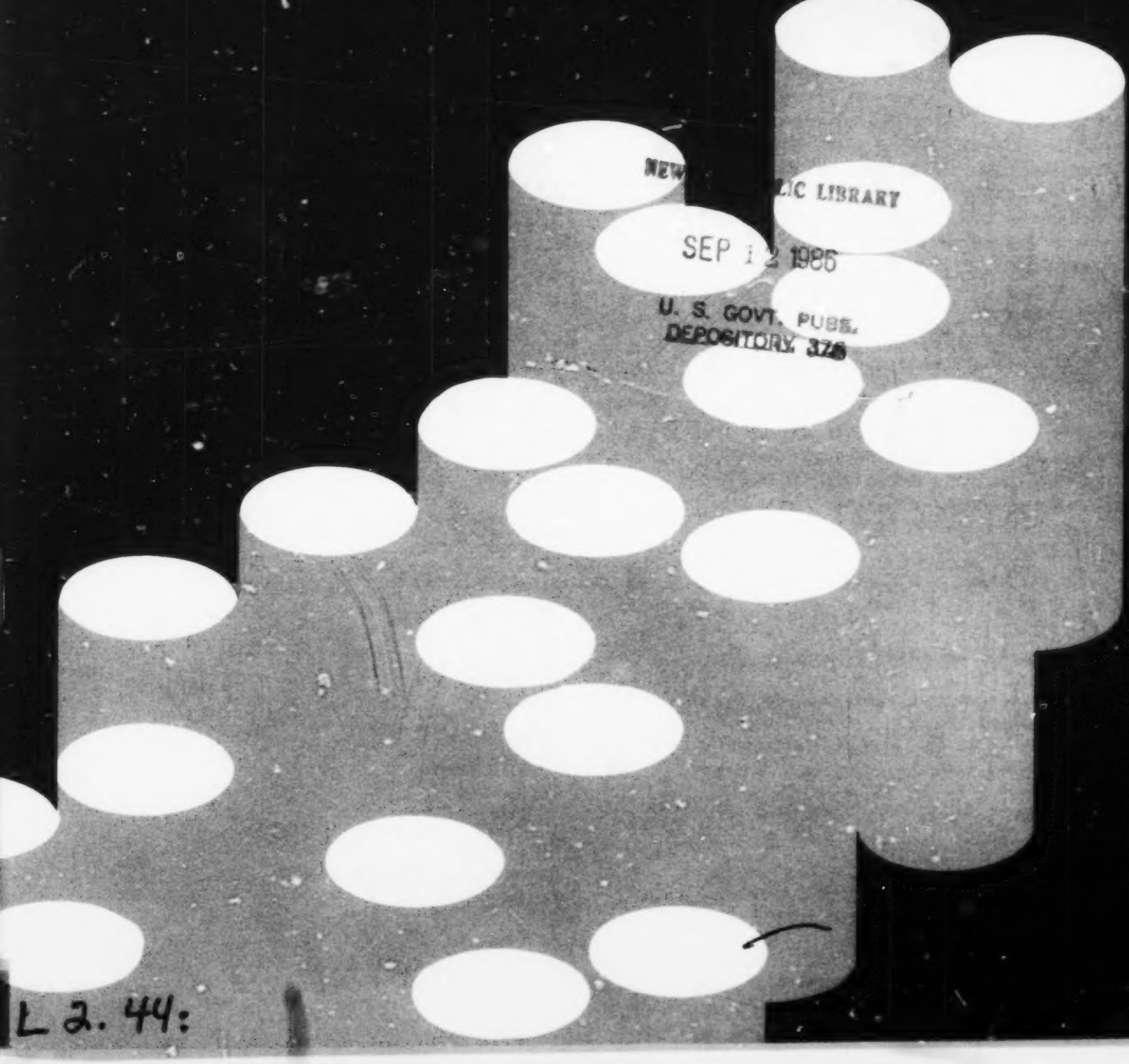
Second-Class Mail
Postage and Fees Paid
U.S. Department of Labor
ISSN 0192-8163

READEX FICHE best copy available

CWD

CURRENT WAGE DEVELOPMENTS

U.S. Department of Labor
Bureau of Labor Statistics
August 1986



NEW LIC LIBRARY
SEP 1 2 1986
U. S. GOVT. PUBS.
DEPOSITORY 376

L 2. 44:

U.S. DEPARTMENT OF LABOR
William E. Brock, Secretary

BUREAU OF LABOR STATISTICS
Janet L. Norwood, Commissioner

Office of Wages and Industrial Relations
George L. Stelluto, Associate Commissioner

Current Wage Developments is a monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. It is prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

This publication is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $21 domestic; $26.25 foreign. Single copy $2 domestic; $2.50 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through May 30, 1987. Second-class postage paid at Washington, D.C. and at additional mailing offices.

Unless identified as copyrighted, articles and tabulations in this publication are in the public domain and may be reproduced without permission of the Federal Government. Please credit ***Current Wage Developments***, Bureau of Labor Statistics.

ISSN 0192-8163

Regional Commissioners for Bureau of Labor Statistics

Region I—Boston: *Anthony J. Ferrera*
1603 John F. Kennedy Federal Building, Government Center,
Boston, Mass. 02203
Phone: (617) 223-6761
Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

Region II—New York: *Samuel M. Ehrenhalt*
1515 Broadway, Suite 3400, New York, N.Y. 10036
Phone: (212) 944-3121
New Jersey
New York
Puerto Rico
Virgin Islands

Region III—Philadelphia: *Alvin I. Margulis*
3535 Market Street
P.O. Box 13309, Philadelphia, Pa. 19101
Phone: (215) 596-1154
Delaware
District of Columbia
Maryland
Pennsylvania
Virginia
West Virginia

Region IV—Atlanta: *Donald M. Cruse*
1371 Peachtree Street, N.E., Atlanta, Ga. 30367
Phone: (404) 347-4418
Alabama
Florida
Georgia
Kentucky
Mississippi
North Carolina
South Carolina
Tennessee

Region V—Chicago: *Lois L. Orr*
9th Floor, Federal Office Building, 230 S. Dearborn Street,
Chicago, Ill. 60604
Phone: (312) 353-1880
Illinois
Indiana
Michigan
Minnesota
Ohio
Wisconsin

Region VI—Dallas: *Bryan Richey*
Federal Building, Room 221
525 Griffin Street, Dallas, Texas 75202
Phone: (214) 767-6971
Arkansas
Louisiana
New Mexico
Oklahoma
Texas

Regions VII and VIII—Kansas City: *Gunnar Engen*
911 Walnut Street, Kansas City, Mo. 64106
Phone: (816) 374-2481
VII
Iowa
Kansas
Missouri
Nebraska
VIII
Colorado
Montana
North Dakota
South Dakota
Utah
Wyoming

Regions IX and X—San Francisco: *Sam M. Hirabayashi*
450 Golden Gate Avenue, Box 36017,
San Francisco, Calif. 94102
Phone: (415) 556-4678
IX
American Samoa
Arizona
California
Guam
Hawaii
Nevada
Trust Territory of the Pacific Islands
X
Alaska
Idaho
Oregon
Washington

Current Wage Developments

August 1986
(Includes data through July 1986)
Volume 38 Number 8

Editors: George Ruben, Olivia G. Amiss

In this issue:

Wage Highlights 2

Major collective bargaining settlements in private industry, first 6 months of 1986 11

Employment Cost Index, June 1986 16

Selected wage and benefit changes 17

Manufacturing 17

Food and kindred products 17
Paper and allied products 18
Printing and publishing 19
Chemicals and allied products 19
Rubber and miscellaneous plastics products 20
Primary metal industries 20
Fabricated metal products 21
Machinery, except electrical 21
Electrical and electronic equipment 22
Transportation equipment 23
Miscellaneous manufacturing 24

Nonmanufacturing 25

Mining 25
Construction 25
Transportation and public utilities 30
Wholesale and retail trade 32
Services 33
Public administration 37

Work stoppages 42

Major agreements expiring in September 45

Statistics on compensation changes 47

Definition of terms 47
Tables 49

Calendar of features 69

Wage Highlights

Telephone accords. The first round of bargaining in the telephone communications industry since the court-ordered January 1984 breakup of the Bell System led off with a May 31 settlement between American Telephone & Telegraph Co. and the International Brotherhood of Electrical Workers (IBEW). Prior to 1984, AT&T settlements with the IBEW and the Communications Workers of America (CWA) set a pattern for settlements between the two unions and 22 operating companies, which retain their identities but are now formed into seven regional firms.

Despite the auspicious leadoff settlement in the 1986 negotiations, the situation changed the next day, when 155,000 CWA-represented workers struck six AT&T units. The major remaining issues leading to the stoppage reportedly were company demands for elimination of the automatic cost-of-living pay adjustment clause, elimination of incentive pay for manufacturing workers, and replacement of some high-paid technician jobs with lower-paid technician assistants' jobs.

AT&T and the CWA settled on national issues on June 17 but all 155,000 workers remained out pending completion of negotiations on other issues at two units. This came on June 25 when AT&T Information Systems and the CWA settled for 35,000 workers, following a settlement for a unit of 12,000 workers performing government work.

The 3-year IBEW contract, which was later automatically modified to contain additional terms won by the CWA, provided for four new programs to increase worker job security, reflecting their concern over the job losses resulting from the more competitive atmosphere in the communications industry following the breakup of the Bell System.

Under the first of the new programs, the company will publish annual opportunities outlook reports and placement reports. These will inform employees about emerging jobs and the knowledge and skills necessary to qualify for them.

A program, financed by AT&T and administered by a union-management committee, will offer workers training and retraining to help them acquire the knowledge and skills for these jobs. Relevant training gained by employees under this program will be considered by the company in selecting people for future job openings.

The third facet of increased job security is a transfer consideration plan to enable workers to make their career interests and choices known to the company and to ensure that the interests and choices are considered in selecting people for jobs. A feature of this plan is a provision permitting workers to transfer among the AT&T divisions.

The fourth approach to increasing job security was the establishment of an employment opportunities review system under which employees or laid-off employees will be informed of and can apply for jobs which would have been filled by off-the-street hires.

In the wage area, rates at the top of the progression schedule (which covers about 90 percent of the employees) for each grade were increased by 2 percent, intermediate steps were increased by smaller amounts, and starting rates were not changed. This increase was effective on June 1, 1986, and will be followed by a May 31, 1987 and May 29, 1988 increase in rates ranging from 3 percent at the top progression step down to nothing in the starting step. All employees on the payroll at the time of an increase—including those in starting steps—were assured a raise of at least $1 a week.

The provision for automatic annual cost-of living pay adjustments was retained in the contract but the provision will be inoperative. Apparently the union pressed for retention of the language to increase its chances of regaining an operating provision in the future. Under the 1983 agreements, workers represented by the IBEW (and those represented by the CWA) received adjustments in August of 1984 and 1985 totaling about $3.70 a week plus 4.5 percent of individual wage rates.

The number of pay grades was reduced to three, from 10, at manufacturing plants in Omaha, NE, Shreveport, LA, Little Rock, AR, Columbus, OH, Montgomery, IL, and Denver, CO, which resulted in additional pay increases for some employees. Wage incentives also were discontinued at the same plants. In exchange, employees received lum-sum payments (up to $7,000, varying by plant location or job grade) or increases in base pay rates.

In a move to reduce costs, the parties established a "technician assistant" job to perform certain "menial job functions" previously performed by highly paid "systems technicians." The technician assistants will start at $200 a week and progress to $360 a week over a 30-month period. At the time of settlement, the maximum was $633 for systems technicians. In a related action, the parties also established a "senior technician" job paying 5 percent more than the systems technician job. Because a surplus of systems technicians was expected to develop, AT&T agreed to temporarily offer workers in the job category increases in pensions as an inducement to retire.

Other terms included—

- A 4-percent increase in pensions effective October 1, 1986, for employees retiring after May 31, 1986, and a 4-percent increase on October 1, 1988, for those retiring on or after that date.
- A 4.5-percent increase in pensions effective January 1, 1988, for all employees who retired prior to January 1, 1985. Those retiring between January 1, 1985, and January 1, 1988, will receive a prorated portion of the 4.5 percent increase.
- Addition of a new top wage bracket of $700 or more per week to the Savings and Security Plan, permitting allotments of up to $40 a week. All participants may now designate part or all of their allotment as "pretax" allotments under Section 401K of the Internal Revenue Code.
- Revision of the medical plan to cover extended health care facilities, home health care agencies, birthing centers, and drug dependency.
- A $250 increase, to $1,000, in the annual limit on covered dental charges.

Following the settlements with AT&T, the unions' bargaining attention shifted to the seven regional operating companies and the major question was to what extent would the companies follow the terms of the AT&T accords. Contracts at the regional companies were generally scheduled to expire on August 9, 1986, the same as the original expiration date at AT&T. Early in 1986, AT&T and the CWA and the IBEW had moved up their contract expiration date to May 31, 1986.

The first accord at an operating company came in late June, when Illinois Bell Telephone Co. and the IBEW settled for 12,800 installation and repair technicians, data processing, and marketing and sales employees. Bargaining was continuing for 2,300 directory assistance operators represented by the CWA, which had declined to move up its August 9 contract expiration date, unlike the IBEW, which had agreed to change it to June 28.

The 3-year Illinois Bell-IBEW accord provided for an initial wage increase and a $400 lump-sum payment for an average of 2.5 percent. In the second and third years, all employees will receive 2 percent pay increases. The cost-of-living pay adjustment formula was continued but the annual adjustments will occur only if the CPI rises more than 2-percent during the 12 months and is subject to a 5.5-percent limit on the rise

Other terms included—

- A "success sharing plan" under which employees will receive annual lump-sum payments of at least 1 percent (of earnings) and as much as 2 percent, using a formula based on the company's return on equity and measures of customer satisfaction.
- Four-percent increases in pensions in 1987 and 1989.
- Continuation of job training programs that have been very successful in helping make job transitions, according to the company.
- An expanded health care program called "healthchoice" offering employees the choice of a preferred provider plan that eliminates deductibles.

Illinois Bell is part of Ameritech, one of two regional operating companies that decided to have its component companies bargain individually with the unions. The other regional company using this approach is U.S. West. The five regional companies bargaining as a unit with the unions were NYNEX, Bell South, Bell Atlantic, Pacific Telesis, and Southwestern Bell.

Aluminum settlements. In similar settlements, the Aluminum Co. of America and Reynolds Metals Co. gained some labor-cost reductions from the United Steelworkers and the Aluminum, Brick and Glass Workers, but the reductions were less than the $4.50 an hour negotiated in 1985 by Kaiser Aluminum and Chemicals Corp. Kaiser's contract with the Steelworkers had been scheduled to expire on May 31, 1986, the same date as Alcoa's and Reynolds' contracts, but the union agreed to bargain early because Kaiser was suffering severe financial problems. (*See Current Wage Developments,* May 1985, p. 2.)

The new Alcoa-Reynolds contracts provide for a 95-cents-an-hour reduction in labor compensation, which reportedly totaled about $24, including $13 in pay. Both unions agreed to eliminate extended vacations: 10 weeks of paid time off employees had received once in every 7 years instead of the regular annual vacation for that year. (Employees will be paid for the amount of time off they had accrued at the time of termination.) The unions also agreed to eliminate vacation bonuses: amounts ranging from $30 to $112.50 per week (varying by the time of year when vacation is taken) added to regular vacation pay as an inducement to vacation at times other than the traditional summer months.

Operation of this provision had been suspended during the final 2 years of the 1983 contracts.

The balance of the 95-cents reduction was attained in different ways by the two unions. Provision changes for employees represented by the Steelworkers included reducing the existing cost-of-living pay allowance to 32.6 cents, from 63 cents. For employees represented by the Aluminum Workers, only 2.4 cents was cut from the 56 cents cost-of-living allowance but they gave up a $700 annual allocation from the company that had been used to cover their health insurance deductible and coinsurance payments, with any unused portion of the $700 paid to them at yearend.

There was no provision for specified wage increases but both contracts provided for the continuation of quarterly cost-of-living adjustments, calculated at 1 cent an hour for each 0.3-index point rise in the BLS-Consumer Price Index for Urban Wage Earners and Clerical Workers (1967 = 100) in excess of 3 percent a year. Previously, the calculation rate was 1 cent for each 0.26-index point rise in excess of 2.3 percent a year for the Aluminum Workers and in excess of 1.5 percent a year for the Steelworkers. All four agreements provide for joint committees to consider the possibility of establishing profit-sharing plans.

The Aluminum Workers represent 8,000 employees at Alcoa and 6,000 at Reynolds, while the Steelworkers represent 7,000 at Alcoa and 3,600 at Reynolds. The unions, which coordinated their bargaining in dealing with the companies, began a walkout on June 1 but limited it to Alcoa because of the company's "belligerent attitude" and because it is the "major company in the industry," according to a Steelworkers spokesman. Members of both unions began returning to work after tentative settlements on July 2. A total of 3,500 Aluminum Workers in Massena, NY, and Warrick, IN, stayed out longer over local issues.

Copper settlements. The copper mining and processing industry, plagued by severe financial problems resulting from worldwide overproduction, gained some reductions in labor costs in mid-year settlements. Kennecott, the domestic industry's largest producer, indicated that its lower costs would enable it to reopen its large Bingham Canyon, UT, mine and recall 2,000 employees who lost their jobs when it was shut down in 1985. Using the same bargaining approach as in the current round of negotiations in the steel industry, the 14 unions attempted to tailor each of the copper accords to the condition of the company. The unions, led by the Steelworkers, comprised the Nonferrous Industry Coordinating Committee. About 8,000 active and 5,000 laid-off workers were covered by the settlements, compared with about 25,000 active employees in the late 1970's.

The first settlement, just before the general June 30 contract expiration date for all the major companies, involved 3,000 employees of Newmont Mining Corp.'s Magma Copper Co. and Pinto Valley Copper Co. facilities in Arizona. It provided for a pay cut of 20 percent, resulting in hourly rate ranges of $9 to $12.60 at Magma and $8.88 to $13 at Pinto Valley. The cut, which reportedly averaged $2.82 an hour, could be alleviated or eliminated under a new bonus plan contingent on rises in copper prices. In 1987, the quarterly payments will be calculated at 10 cents per hour for each 1-cent rise in the price of a pound of copper above 70 cents, an extra 15 cents for each 1-cent rise above 80 cents, and an additional 25 cents for each 1-cent rise above 90 cents, up to $1. In 1988, the formula will be 15 cents for each 1-cent rise from 71 to 90 cents and 25 cents for each 1-cent rise from 91 cents to $1. Employees may take the money in cash or in a 401 (K) savings plan, or a combination of the two. At the time of settlement, the price was 63 cents a pound.

Other wage terms included termination of the provision for automatic cost-of-living pay adjustments, which had provided the only pay increases under the prior contract, one of the pattern contracts negotiated in the industry in 1983.

Benefits also were standardized at the two companies, resulting in pension improvements at Magma and health insurance improvements at Pinto Valley. A new health insurance cost containment plan requires deductible and coinsurance payments by the workers.

Robert R. Guadiana, a Steelworkers bargainer who headed the unions' negotiating team, said, "The sacrifices we made were predicated on the fact that Newmont was going to continue to invest in these businesses." Newmont said that it hoped that the employee sacrifices would enable it to cut labor costs to less than 50 percent of production costs, from 52 percent. Newmont lost $34.2 million in 1985.

The second settlement in the bargaining round involved 1,650 ASARCO employees who agreed to a 3-year contract that called for an initial wage cut of $3.50 an hour. In the second year, there will be a 75-cents-an-hour wage increase, followed by a $1 increase in the final year. As at Newmont, the cost-of-living provision was terminated. Benefits were unchanged, except for adoption of annual health insurance deductibles of $100 for single employees and $300 for families. The ASARCO operations are located in Texas, Arizona, Washington, and New Jersey.

Kennecott Corp. took the firmest stand against the unions, contending that it required a larger cut than the other companies because its compensation levels were $4 to $5 an hour higher than theirs. Kennecott said its wage and benefit costs averaged $24 an hour, and it initially asked for an $8 reduction.

Under the 4-year contract, compensation was reduced by $5.40 an hour or about 22 percent. The wage portion of compensation, which averaged about $13.50, was cut an average of $3.22. Cost-of-living adjustments also were terminated. The terms for the 1,500 active and 5,000 laid-off employees included a $1,000 lump-sum payment to the active employees within 60 days.

Employees will now be required to pay 20 percent of health insurance premium costs and $350 annual deductibles if they are single and $700 if married. Deductibles also were instituted for dental coverage, vision coverage was eliminated, vacation pay was reduced, and a number of local contracts were consolidated to cut costs by eliminating or changing work rules. At the time of settlement, Kennecott reportedly had 1,500 contracts with 41 local unions.

Another major producer, Phelps Dodge Corp., was not involved in the negotiations because the unions were decertified as bargaining agents earlier in the year. The event leading to the employee vote to terminate union representation began in 1983, when Phelps Dodge refused to accept the settlement pattern of the other companies, leading to a strike that eventually proved unsuccessful as the company moved toward full output by hiring an increasing number of replacement workers.

Caterpillar, UAW agree to wage freeze. Despite an increase in profits at Caterpillar Inc. the Auto Workers agreed to a 28-month contract that essentially froze wages and included changes in the job structure intended to hold down labor costs. In return, the company agreed to establish a job security program and an employee development and training program to help reduce the number of workers on layoff. The early July accord covered 16,600 active and 13,000 laid-off workers in six States. Much of Caterpillar's problems in selling its construction equipment and diesel engines result from increasing penetration of the United States market by foreign manufacturers, such as Komatsu Ltd., of Japan.

The provision for automatic quarterly cost-of-living pay adjustments was continued at 1 cent an hour for each 0.26-point movement in the BLS-CPI (W) (1967 = 100) subject to a total diversion of 23 cents an hour over the term. The 23 cents will be used to help pay for the job training program and other contract provisions. Current employees will receive a $180 immediate lump-sum payment and those returning from layoff by July 10, 1987, will receive it when they resume work.

Under the new Protected Employee Group program, 90 percent of the employees in the bargaining unit will be protected against layoffs resulting from economic conditions or marketplace changes, "sourcing" decisions, introduction of new technology, productivity improvements, and consolidation of operations. Exclusions from the job guarantee include temporary layoffs of up to 6 weeks a year, work force cuts resulting from labor disputes, sale or cessation of operations, and layoffs resulting from events beyond the company's control. Caterpillar will commit a total of $21 million to this program and the job retraining program, which will also draw financial support from the Federal and State governments, if available.

The retraining program was aimed at providing new skills for workers. It will particularly aid senior employees who in the past might have been laid off because they lacked skills needed to move into other jobs. Reportedly, 1,000 to 1,200 laid-off high seniority employees will be retrained and rehired during the next 18 months.

For current employees, normal pension rates were increased by $3.05 a month for each year of credited service; the "30-and-out" pension was increased to as much as $1,205 a month; and, where Caterpillar requests employees to retire early to reduce employment levels, the company has the option of adding a $300-a-month inducement to regular pensions. All current retirees will receive a $1-a-month increase in their benefit rate plus $200 payments in December of 1986 and 1987.

Other provisions included a 4-cent-an-hour increase in the company's maximum financing of Supplemental Unemployment Benefits, which will help to eliminate the reduction in benefits being suffered by laid-off employees because of the large number drawing from the fund; an additional paid holiday, the birthday of the Reverend Martin Luther King, Jr.; and changes in the profit-sharing plan that will raise payouts by 75 percent, according to the union. Caterpillar earned a $139-million profit during the second quarter of 1986 compared with $50 million during the second quarter of 1985.

Elsewhere in the farm and construction equipment industry, Deere & Co. and the Auto Workers had agreed to extend their contract to October 17, 1986, from May 30, 1986, to await the outcome of the Caterpillar talks. After the Caterpillar settlement, Deere and the UAW again changed the expiration date to August 23, 1986. Deere, the Nation's largest farm equipment manufacturer, reported a $33.4-million loss during the fiscal quarter ending April 30 and was in the process of reducing operations. The union's contracts with J. I. Case Co. for its original farm equipment operations and for those it purchased from International Harvester Co. (now Navistar International Corp.) in 1985, expire in February 1987. Navistar now manufactures only trucks. Its contract with the Auto Workers was scheduled to expire on September 30, 1986.

Weyerhaeuser-unions negotiate pay cut. A 6-week strike against Weyerhaeuser Co.'s forest product operations in Oregon and Washington ended when members of two unions approved new contracts that cut wages more than 20 percent. One of the unions, the Woodworkers, settled first for the 6,200 employees it represents at logging operations, followed by the Lumber Production and Industrial Workers unit of the Carpenters union, which agreed to similar terms for 1,000 workers it represents at lumber mills. It was not immediately clear if other forest products firms in the Pacific Northwest would settle with the unions on similar terms, reflecting the difficulties the employers (and employees) have been experiencing in recent years as a result of increasing competition from lower-cost operators in the region, in the South, and in Canada.

The 2-year Weyerhaeuser contract calls for an average $2.90-an-hour cut in pay and cuts in benefits of about $1. Prior to the settlements, millworkers had averaged $18.19 an hour in wages and benefits and loggers had averaged $22.36, according to the company.

The cut in compensation was about the same as in an earlier company offer the workers had overwhelmingly rejected. One major difference that influenced the vote on the second accord was the dropping of a company proposal that promotions and job retention be based on employee "competence" rather than seniority.

During the last 20 years or so, collective bargaining had been relatively stable in the industry, with the larger companies settling with the unions on uniform terms that were then extended to other companies. The first major break in this tradition came in 1983, when the companies and the unions agreed on wage and benefit gains for their employees. Louisiana-Pacific Corp. refused to follow the pattern and countered a union strike by hiring replacements and continuing operations. Eventually, the unions lost the right to represent workers at the company's western operations. Late in 1985, Potlatch Corp. closed certain unprofitable operations in Idaho, reopening them only after 850 members of the Woodworkers union agreed to compensation cuts.

The 1986 round of bargaining was drastically changed when the pattern-setting Western States Wood Products Employers Association (also known as the "Big Seven") broke up and announced that the companies would bargain individually, in some cases even on a mill-by-mill basis.

To counter this fragmented approach, the two unions attempted to more closely coordinate their bargaining efforts and demands by forming a Forest Products Joint Bargaining Board. One of the Board's goals was to move toward eliminating the compensation differential between regions by winning larger increases for southern workers in negotiations scheduled for 1987.

Military retirement changed. In July, President Reagan signed the Military Retirement Reform Act of 1986, intended to induce members of the armed forces to prolong their careers by revising the pension formula. The new formula applies to people entering the armed forces after August 1, 1986, and attaining the existing minimum 20 years' service required for normal (nondisability) retirement.

Under the new formula, those retiring at or after age 62 with 20 year's service will receive a pension equal to 40 percent of their average annual basic pay during their highest 3 consecutive years. Those with longer service will receive an additional 2.5 percent of their average annual basic pay figure for each year in excess of 20, up to a maximum pension of 75 percent after 30 years or more of service.

Those retiring before age 62 will receive a benefit ranging from 40 percent for 20 years' service to 75 for 30 years. On attaining age 62, their pensions will automatically increase to the amount they would have received by retiring at age 62 with the same length of service. Previously, age was not a factor in calculating pensions, which ranged from 50 percent after 20 years' service to 75 percent after 30 years or more.

In another change, service members retiring before age 62 will receive automatic annual percentage adjustments in their pension equal to any rise in the BLS-Consumer Price Index over a 12-month period, less 1 percentage point. On attaining age 62, their benefit rate will be restored to the amount they would have received if the 1-percentage point withholding had not occurred. Thereafter, any annual increases under the provision will again be reduced by 1 percentage point.

Those retiring at age 62 or later will continue to receive the full amount of any annual increases. Previously, all retirees received the full amount of any annual increases, regardless of age.

Major Collective Bargaining Settlements in Private Industry, First 6 Months 1986

Major collective bargaining settlements in private industry in the first 6 months of 1986 provided wage adjustments averaging 1.2 percent in the first contract year and 1.9 percent annually over the life of the contract. The last time the same parties bargained (2 to 3 years ago), average wage adjustments were 2.5 percent in the first contract year and 3.1 percent annually over the contract life.

Settlements reached during the first half of the year covered 972,000 workers under 261 agreements. In addition, approximately 901,000 other workers were covered by 172 contracts that had expired but had not been renegotiated or ratified by June 30. This included 190,000 workers in construction industries, 185,000 workers in railroad transportation, and 155,000 workers covered by the unratified pact between American Telephone and Telegraph Company (AT&T) and the Communication Workers of America (CWA).

The Bureau's major collective bargaining agreements series for private industry covers 6.9 million workers in bargaining units with at least 1,000 workers. In addition to data on settlements reached in the first 6 months of 1986, this summary includes information on wage changes effective in the first half of 1986 that resulted from new settlements, agreements reached in earlier years, and cost-of-living adjustments (COLA's).

First-half 1986 settlements

Average settlements in the construction industry, covering 36 percent of the 972,000 workers under settlements in the first half of 1986, were higher than overall averages. Construction settlements had average first-year wage adjustments of 2.5 percent compared with 0.4 percent in all other industries. Similarly, over their term, construction industry settlements provided annual adjustments averaging 2.7 percent; settlements in other industries averaged 1.4 percent a year.

In contrast, average settlements in manufacturing were lower than the average for all industries in the first half of 1986. Manufacturing adjustments averaged -1.0 percent in the first contract year and 0.6 percent annually over the life of the contract. The size of settlements in manufacturing was primarily the result of wage decreases in the steel industry. The decreases were partly offset by lump-sum payments provided by the steel contracts. (Lump sums are excluded from wage and compensation measures in this series.)

More than one-third (339,000) of the workers under settlements in the first 6 months will receive lump-sum payments. Settlements with lump-sum payments had average wage adjustments of -0.7 percent in the first contract year and 0.6 percent annually over the contract life, lower than the corresponding averages for settlements without lump sums—2.2 and 2.5 percent. In addition to those in steel, lump-sum payments were negotiated in petroleum refining, metal containers, food stores, and other industries.

Forty-six percent (445,000) of the workers under settlements reached in the first 6 months were covered by "back-loaded" contracts—that is, specified wage adjustments were lower in the first contract year than in subsequent years. Back-loaded contracts had average wage adjustments of -0.4 percent in the first contract year and 1.4 percent annually over the contract term. "Back-loaded" settlements occurred in a variety ofindustries, including construction, railroads, petroleum refining and electrical and electronic equipment. Twenty-six percent (253,000) of the workers were covered by"front-loaded" settlements that averaged 4.1 percent in the first contract year and 3.4 percent annually over the contract life. The remaining workers were under agreements of 12-month duration or that provided equal wage adjustments each year.

Of the 972,000 workers under contract settlements in the first 6 months, 570,000 had wage increases (averaging 3.4 percent) in the first contract year, 302,000 had no wage change, and 100,000 had wage decreases (averaging -7.8 percent). Subsequent wage increases for 130,000 workers who had no change and 4,000 who had wage decreases in the first contract year will result in a net wage gain over the contract term for 704,000 workers.

Contracts for 83 percent (808,000 workers) of those under first-half settlements do not have cost-of-living adjustment (COLA) clauses. These contracts specified average wage adjustments of 1.1 percent in the first year of the contract and 1.8 percent annually over the contract life. Settlements with COLA clauses, covering 164,000 workers, provided corresponding adjustments of 1.8 and 2.0 percent. Wage adjustments triggered by COLA's depend on future changes in the Consumer Price Index (CPI) and are excluded from these measures. (See Explanatory note.

About 12 percent of the workers (119,000) under first-half 1986 settlements had their COLA clauses dropped or suspended. These included almost 70,000 steel workers whose 1986 contract does not provide for any wage adjustments triggered by future changes in the CPI. COLA clauses, however, were established in settlements covering 24,000 workers. The changes in COLA provisions contributed to lowering coverage of workers under major agreements from 49 percent at the end of 1985 to 46 percent in mid-1986.

The Bureau also measures changes in compensation (wages and employee benefits costs) in settlements covering at least 5,000 workers. In the first 6 months of 1986, compensation adjustments under these settlements averaged 0.6 percent in the first contract year and 1.5 percent annually over the life of the contract. (See table 1.)

Effective wage adjustments

Effective wage adjustments are those that result from (1) settlements in the first 6 months of 1986, (2) deferred changes made under agreements negotiated earlier, and (3) COLA provisions.

Effective wage adjustments in the first 6 months of 1986 averaged (in percent):

	For workers receiving adjustments	*For all workers (prorated)*
All adjustments	2.5	1.3
New settlements	2.1	0.2
Deferred adjustments	3.4	1.0
COLA adjustments	0.6	0.1

Wage changes (increases and decreases) put into effect in the first half of 1986 averaged 2.5 percent for the 3.6 million workers who received them. When prorated over all 6.9 million workers covered by major agreements, wage adjustments averaged 1.3 percent.

COLA clauses are designed to adjust wages to reflect changes in consumer prices. The size of the adjustment depends on the formula used to relate wage changes to price changes, the timing of COLA reviews, and possible limitations on the amount of COLA change. Of the approximately 1.9 million workers that had COLA reviews in the first 6 months of 1986, about 1.4 million had COLA-triggered "net" wage increases averaging 0.6 percent; of these, however, 884,000 had at least one COLA wage decrease during the first 6 months. An additional 34,000 workers had "net" COLA decreases during the period. Wage adjustments stemming from COLA reviews in the first half of 1986 averaged 59 percent of the change in the CPI during the COLA review period.

Third-quarter 1986 bargaining activity

There are 901,000 workers under 172 contracts that had expired or been reopened prior to July 1, 1986, but had not been renegotiated or ratified. These include workers covered by the tentative AT&T/CWA agreement. In addition, 995,200 workers are under 156 major agreements scheduled to expire or reopen for wage negotiations during July-September 1986. Negotiations are scheduled in a variety of industries, including telephone communications, steel, food stores, electrical products, construction, and longshoring.

About 1.0 million workers are scheduled to receive deferred wage changes averaging 3.1 percent during the third quarter of 1986. These changes will be made under provisions of existing agreements negotiated earlier. About 1,460,000 workers are scheduled for COLA reviews during the quarter.

Explanatory note about the data

This summary covers major collective bargaining units—those with 1,000 workers or more—in private nonfarm industry. It is limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing. About one-tenth of the employed wage and salary workers in private industry (excluding households) are covered by a major bargaining agreement.

Settlement data

Percentage changes in wages are calculated by dividing newly negotiated wage changes by the average hourly earnings, excluding overtime, at the time the agreement is reached. Similarly, measures of compensation (wages and benefits) changes are calculated by dividing the change in the value of the newly negotiated wage and benefit package by existing average hourly compensation, which includes the cost of previously negotiated benefits, legally required social insurance programs, and average hourly earnings.

In calculating compensation change, a value is put on the benefit portion of the settlements at the time they are reached. The cost estimates are based on the assumption that conditions existing at the time of settlement (for example, methods of financing pensions or composition of the labor force) will remain constant. The data, therefore, are measures of negotiated changes and not of total changes in employer cost.

Data for settlements include specified first-year and deferred changes, but exclude potential changes resulting from COLA clauses that depend upon future changes in the CPI unknown at the time of settlement. Conversely, "guaranteed" COLA amounts (those specified when the agreement was reached and scheduled to be implemented later) are included in settlement calculations because they are not tied to subsequent price movements. Lump-sum payments (for example, those made instead of wage increases, performance bonuses, and attendance bonuses) are excluded from all measures in this series. Settlements reached under both scheduled and unscheduled contract reopenings are included in the settlement data.

Contract duration runs from the effective date of the agreement to the expiration date or first wage reopening date, if applicable. Average annual percent changes over the contract term take account of the compounding of successive changes.

Effective wage adjustment data

Effective wage adjustments (both increases and decreases) are calculated by dividing wage changes implemented in a period by the average hourly wage rate at the beginning of the period.

Wage changes under COLA clauses are based on changes in the Consumer Price Index specified in the contract for a designated review period.

The tables

Table 1 summarizes data on settlements concluded in the first 6 months of 1986. Measures are expressed as average "adjustments" to include settlements in which wages or compensation are increased, decreased, or unchanged.

Tables 2 through 5 show the distribution of workers by the wage and compensation change in individual settlements. Means and medians are computed by weighting the changes by the number of workers affected.

Table 6 provides average wage adjustments for settlements by contract duration.

Tables 7 and 8 provide quarterly data from the second quarter of 1985 through the second quarter of 1986. Table 7 shows average wage and compensation adjustments for settlements; table 8 provides effective wage adjustment data.

Tables 9 and 10 provide data for 4-quarter periods through the second quarter of 1986. Table 9 provides average wage adjustments for settlements; table 10 shows effective wage adjustment data.

Data for 1986 are preliminary and may be revised if additional information is obtained. Final data will be available in March 1987.

Additional historical information is available from the Office of Wages and Industrial Relations, Bureau of Labor Statistics, Washington, DC 20212.

Data on major public sector settlements are collected separately and released semiannually. Information for 1985 was released in February 1986, and information for the first 6 months of 1986 was released in August 1986.

Table 1. Average (mean) wage and compensation (wage and benefit costs) adjustments in collective bargaining settlements, first 6 months of 1986

(In percent)

Measure	First-year adjustments[1]	Annual adjustment over life of contracts[2]	Number of workers (000's)
Wage adjustments in settlements covering 1,000 workers or more:			
All industries	1.2	1.9	972
Contracts with COLA clauses	1.8	2.0	164
Contracts without COLA clauses	1.1	1.8	808
Manufacturing	-1.0	.6	265
Contracts with COLA clauses	1.4	1.4	63
Contracts without COLA clauses	-1.8	.4	202
Nonmanufacturing	2.0	2.3	707
Contracts with COLA clauses	2.0	2.3	101
Contracts without COLA clauses	2.0	2.3	606
Construction	2.5	2.7	348
Contracts with COLA clauses	.8	1.3	12
Contracts without COLA clauses	2.6	2.8	336
All industries excluding construction	.4	1.4	624
Contracts with COLA clauses	1.8	2.0	152
Contracts without COLA clauses	(3)	1.2	473
Nonmanufacturing excluding construction	1.5	1.9	359
Contracts with COLA clauses	2.2	2.4	89
Contracts without COLA clauses	1.3	1.7	270
Compensation adjustments in settlements covering 5,000 workers or more:			
All industries	.6	1.5	544
Contracts with COLA clauses	1.8	2.0	89
Contracts without COLA clauses	.4	1.4	455
Manufacturing	-3.0	-.2	134
Contracts without COLA clauses	-3.0	-.2	134
Nonmanufacturing	1.8	2.1	410
Contracts with COLA clauses	1.8	2.0	89
Contracts without COLA clauses	1.8	2.1	321
Construction[4]	2.6	2.7	166
All industries excluding construction[4]	-.3	1.0	378
Nonmanufacturing excluding construction[4]	1.2	1.6	244

---

[1] Adjustments under settlements reached in the period and effective within 12 months of the contract effective date. Includes increases, decreases, and freezes.

[2] Adjustments under settlements reached in the period expressed as an average annual (compound) rate over life of contract. Includes increases, decreases, and freezes.

[3] Less than 0.05 percent.

[4] Data by COLA coverage do not meet publication standards.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

Table 2. First-year wage adjustments in collective bargaining settlements covering 1,000 workers or more, first 6 months of 1986

Rate of adjustment1/	Percent of workers affected		
	All industries	Manu-facturing	Nonmanu-facturing
All settlements	100	100	100
No wage change	31	38	29
Decreases2/	10	26	5
Increases	59	37	67
Under 2 percent	12	7	14
2 and under 4 percent	24	22	25
4 and under 6 percent	20	7	25
6 percent and over	3	(3)	4
Total number of workers (in thousands)	972	265	707
Mean adjustment (percent)	1.2	-1.0	2.0
Median adjustment (percent)	1.8	.0	2.3
Mean increase (percent)	3.4	2.5	3.6
Median increase (percent)	3.1	2.0	3.5
Mean decrease (percent)	-7.8	-7.7	-7.9
Median decrease (percent)	-8.1	-8.1	-7.9

[1] See note 1, table 1.

[2] Distributions are not shown to protect confidentiality.

[3] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

Table 3. Annual rate of wage adjustments over the life of the contract in collective bargaining settlements covering 1,000 workers or more, first 6 months of 1986

Rate of adjustment1/	Percent of workers affected		
	All industries	Manu-facturing	Nonmanu-facturing
All settlements	100	100	100
No wage change	18	12	20
Decreases2/	10	26	4
Increases	72	63	76
Under 2 percent	15	31	8
2 and under 4 percent	36	27	42
4 and under 6 percent	19	5	24
6 percent and over	2	0	2
Total number of workers (in thousands)	972	265	707
Mean adjustment (percent)	1.9	.6	2.3
Median adjustment (percent)	2.2	1.0	2.5
Mean increase (percent)	3.0	2.0	3.3
Median increase (percent)	2.7	2.0	3.0
Mean decrease (percent)	-3.0	-2.5	-4.4
Median decrease (percent)	-2.7	-2.5	-3.4

[1] See note 2, table 1.

[2] Distributions are not shown to protect confidentiality.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

Table 4. Annual rate of compensation (wage and benefit costs) adjustment in collective bargaining settlements covering 5,000 workers or more, first 6 months of 1986

Rate of adjustment[1]	Percent of workers affected
First year adjustments[2]	
All settlements	100
No change	20
Decreases[3]	21
Increases	59
Under 2 percent	25
2 and under 4 percent	21
4 and under 6 percent	11
6 percent and over	2
Total number of workers (in thousands)	544
Mean adjustment (percent)	.6
Median adjustment (percent)	1.6
Mean increase (percent)	3.0
Median increase (percent)	2.9
Mean decrease (percent)	-5.8
Median decrease (percent)	-7.6
Adjustments averaged over life of contract[4]	
All settlements	100
No change	7
Decreases[3]	18
Increases	74
Under 2 percent	17
2 and under 4 percent	45
4 and under 6 percent	12
6 percent and over	0
Total number of workers (in thousands)	544
Mean adjustment (percent)	1.5
Median adjustment (percent)	2.0
Mean increase (percent)	2.5
Median increase (percent)	2.3
Mean decrease (percent)	-2.0
Median decrease (percent)	-2.3

---

[1] Percent of estimated average hourly compensation.

[2] See note 1, table 1.

[3] Distributions are not shown to protect confidentiality.

[4] See note 2, table 1.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

Table 5. Annual rate of adjustment in compensation (wage and benefit costs) and wages in construction collective bargaining settlements covering 1,000 workers or more, first 6 months of 1986

Rate of adjustment[1]	First year adjustments[2] (percent of workers affected)	
	Compensation	Wages alone
All settlements	100	100
No change	22	30
Decreases[3]	2	1
Increases	76	68
Under 2 percent	11	5
2 and under 4 percent	40	33
4 and under 6 percent	19	27
6 percent and over	5	4
Total number of workers (in thousands)	348	348
Mean adjustment (percent)	2.6	2.5
Median adjustment (percent)	2.7	2.7
Mean increase (percent)	3.6	3.9
Median increase (percent)	3.3	3.7
Mean decrease (percent)	-5.8	-11.0
Median decrease (percent)	-1.7	-14.0

Rate of adjustment[1]	Adjustments averaged over life of contract[4] (percent of workers affected)	
	Compensation	Wages alone
All settlements	100	100
No change	12	17
Decreases[3]	1	1
Increases	87	82
Under 2 percent	16	11
2 and under 4 percent	51	42
4 and under 6 percent	19	26
6 percent and over	1	2
Total number of workers (in thousands)	348	348
Mean adjustment (percent)	2.6	2.7
Median adjustment (percent)	2.6	2.9
Mean increase (percent)	3.1	3.5
Median increase (percent)	2.9	3.1
Mean decrease (percent)	[5]	-14.0
Median decrease (percent)	[5]	-14.0

[1] Percent of estimated average hourly compensation (wage and benefits) and percent of estimated average hourly earnings, excluding overtime (wages alone).

[2] See note 1, table 1.

[3] Distributions are not shown to protect confidentiality.

[4] See note 2, table 1.

[5] Data do not meet publication standards.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

PRELIMINARY

Table 6. Average wage adjustments in collective bargaining settlements covering 1,000 workers or more by duration of contract, first 6 months of 1986

Measure	Contract duration: All contracts	12 months or less	More than 12 and less than 24 months	24 months	More than 24 and less than 36 months	36 months	More than 36 months
Number of settlements	261	23	20	35	48	87	48
Number of workers (in thousands)	972	81	45	126	207	283	230
Average duration (months)	30.5	12.0	16.2	24.0	29.6	36.0	37.3
Percent adjustment in:							
First contract year	1.2	(1)	2.4	3.2	1.4	2.3	-1.3
Second contract year2/	2.4	–	.4	4.1	2.2	2.4	1.9
Third contract year3/	1.8	–	–	–	1.1	2.3	1.9
Average annual percent adjustment over life of contract	1.9	(1)	2.1	3.6	1.9	2.4	.8

---

[1] Less than 0.05 percent.

[2] Average is based only on settlements with a duration greater than 12 months.

Average is based only on settlements with a duration greater than 24 months.

Table 7. Average wage and compensation (wage and benefit costs) adjustments for collective bargaining settlements reached second quarter 1985-second quarter 1986

(In percent)

Measure	1985: II	III	IV	Full year	1986: I1/	II2/
Wage adjustments in settlements covering 1,000 workers or more:						
First year3/						
All industries	2.5	2.0	2.1	2.3	1.0	1.3
Contracts with COLA clauses	1.5	.5	3.1	1.6	2.1	1.7
Contracts without COLA clauses	2.8	2.9	1.3	2.7	.8	1.2
Manufacturing	1.6	.5	.9	.8	.9	-2.3
Contracts with COLA clauses	1.1	.1	1.8	.8	1.4	1.4
Contracts without COLA clauses	2.2	1.1	.1	.9	.7	-3.1
Nonmanufacturing	2.8	3.6	3.4	3.3	1.0	2.5
Contracts with COLA clauses	2.1	3.1	4.6	3.6	3.5	1.8
Contracts without COLA clauses	2.9	3.7	2.5	3.3	.8	2.7
Construction	1.5	2.1	.6	1.5	1.8	2.8
All industries excluding construction	2.9	2.0	2.1	2.5	.7	.3
Nonmanufacturing excluding construction	3.5	4.1	3.5	3.9	.5	2.2
Annual average over life of contract4/						
All industries	2.8	3.1	1.9	2.7	1.6	2.0
Contracts with COLA clauses	2.4	2.6	2.7	2.5	2.2	1.9
Contracts without COLA clauses	2.9	3.3	1.3	2.8	1.5	2.0
Manufacturing	2.3	2.3	.9	1.8	1.5	.1
Contracts with COLA clauses	2.1	2.4	1.6	2.1	1.5	1.4
Contracts without COLA clauses	2.7	2.1	.4	1.6	1.5	-.2
Nonmanufacturing	3.0	3.9	2.9	3.3	1.7	2.6
Contracts with COLA clauses	2.9	4.2	4.0	3.6	3.7	2.1
Contracts without COLA clauses	3.0	3.9	2.2	3.3	1.6	2.7
Construction	2.2	2.3	.6	2.1	2.5	2.8
All industries excluding construction	3.1	3.2	1.9	2.9	1.3	1.4
Nonmanufacturing excluding construction	3.4	4.4	3.0	3.7	1.2	2.3
Compensation adjustments in settlements covering 5,000 workers or more:						
First year3/						
All industries	3.5	2.0	2.0	2.6	.4	.7
Contracts with COLA clauses	2.8	.8	2.5	2.0	3.9	1.6
Contracts without COLA clauses	3.7	2.7	1.5	3.0	.3	.4
Annual average over life of contract4/						
All industries	3.4	3.0	1.4	2.7	1.3	1.6
Contracts with COLA clauses	3.0	2.7	2.0	2.5	3.5	1.9
Contracts without COLA clauses	3.5	3.3	.7	2.9	1.2	1.5

---

[1] Preliminary revised.

[2] Preliminary.

[3] See note 1, table 1.

[4] See note 2, table 1.

Table 8. Average effective wage adjustments in collective bargaining agreements covering 1,000 workers or more, second quarter 1985–second quarter 1986

(In percent)

Characteristic	1985				1986	
	II	III	IV	Full Year	I[1]	II[2]
Total effective adjustments (prorated over all workers)[3]	0.8	1.2	0.5	3.3	0.6	0.7
Source:						
Current settlements	.2	.2	.1	.7	[4]	.2
Prior agreements	.5	.5	.2	1.8	.4	.6
COLA provisions	.1	.4	.1	.7	.2	[5]
Industry						
Manufacturing	.6	.8	.5	2.8	.8	.3
Nonmanufacturing	1.0	1.4	.4	3.6	.4	1.0
Nonmanufacturing excluding construction	.7	1.6	.5	3.7	.5	.8
Construction	1.8	.9	.1	3.0	.2	1.6
Transportation and public utilities	.6	2.0	.3	3.6	.2	.9
Wholesale and retail trade	.8	.8	.7	3.3	.9	.6
Services	.9	1.8	.7	5.1	1.1	.4
Effective wage change for workers receiving changes	2.5	2.9	1.5	4.1	1.9	1.8
Source:						
Current settlements	3.1	3.0	2.6	3.4	.9	2.3
Prior agreements	3.9	2.6	3.0	3.7	3.0	3.4
COLA provisions	.9	1.8	.5	2.2	.8	-.3
Total number of workers receiving wage change (in thousands)	2,386.5	2,808.0	2,118.5	5,600.2	2,151.2	2,731.7
Source:						
Current settlements	540.8	459.9	374.9	1,434.2	98.9	534.9
Prior agreements	858.0	1,434.8	522.4	3,415.0	927.5	1,158.3
COLA provisions	1,025.5	1,737.7	1,299.0	2,317.2	1,382.7	1,127.1
Number of workers not receiving a wage change (in thousands)	4,567.1	4,145.6	4,835.1	1,353.4	4,739.4	4,158.9

[1] Preliminary revised.

[2] Preliminary.

[3] Includes increases, decreases, and no change in wages stemming from current settlements, agreements reached in a prior period, and COLA clauses.

[4] Between 0 and 0.05 percent

[5] Between 0 and -0.05 percent.

NOTE: Because of rounding and compounding, sums of individual items may not equal totals.

Table 9. Average wage adjustments in collective bargaining settlements covering 1,000 workers or more during 4-quarter periods

(In percent)

Measure	Four quarters ending								
	1984			1985				1986	
	II	III	IV	I	II	III	IV	I[1]	II[2]
Wage-rate adjustments in–									
All industries									
First year[3]	3.5	3.2	2.4	2.4	2.4	2.4	2.3	2.0	1.7
Contracts with COLA clauses	4.6	4.5	2.9	2.5	2.3	1.9	1.6	1.6	1.6
Contracts without COLA clauses	2.7	2.3	2.1	2.4	2.4	2.7	2.7	2.2	1.7
Over life of contract[4]	3.1	2.8	2.4	2.3	2.4	2.5	2.7	2.5	2.3
Contracts with COLA clauses	2.9	2.8	1.8	1.3	1.5	1.8	2.5	2.5	2.5
Contracts without COLA clauses	3.2	2.8	2.7	2.8	2.8	3.0	2.8	2.5	2.2
Manufacturing									
First year[3]	3.0	2.6	2.3	2.1	2.0	1.5	.8	.9	.1
Contracts with COLA clauses	3.2	1.5	2.1	2.0	1.9	1.5	.8	.8	.7
Contracts without COLA clauses	2.8	3.7	2.9	2.5	2.2	1.5	.9	.9	-.4
Over life of contract[4]	3.1	2.8	1.5	1.4	1.5	1.6	1.8	1.8	1.4
Contracts with COLA clauses	2.8	1.8	1.0	.9	1.0	1.4	2.1	2.1	2.0
Contracts without COLA clauses	3.6	3.8	3.3	3.2	3.0	2.4	1.6	1.5	.9
Nonmanufacturing									
First year[3]	3.7	3.3	2.5	2.6	2.7	3.2	3.3	2.8	2.7
Contracts with COLA clauses	5.2	5.4	5.5	5.1	4.3	4.0	3.6	3.5	3.2
Contracts without COLA clauses	2.6	2.1	2.0	2.4	2.5	3.0	3.3	2.7	2.6
Over life of contract[4]	3.0	2.8	2.9	2.8	2.9	3.3	3.3	3.0	2.9
Contracts with COLA clauses	3.0	3.1	4.8	4.0	3.8	3.9	3.6	3.6	3.3
Contracts without COLA clauses	3.0	2.6	2.6	2.7	2.8	3.2	3.3	2.9	2.8
Construction									
First year[3]	.8	.9	.5	.9	1.1	1.0	1.5	1.7	2.4
Contracts with COLA clauses	-.4	4.0	4.0	[5]	[5]	[5]	.0	.0	.7
Contracts without COLA clauses	.9	.9	.4	[5]	[5]	[5]	1.5	1.7	2.5
Over life of contract[4]	1.7	1.4	1.0	1.4	1.7	1.7	2.1	2.2	2.6
Contracts with COLA clauses	.0	1.4	1.4	[5]	[5]	[5]	.0	1.8	1.1
Contracts without COLA clauses	1.8	1.4	1.0	[5]	[5]	[5]	2.1	2.2	2.6

---

[1] Preliminary revised.

[2] Preliminary.

[3] See note 1, table 1.

[4] See note 2, table 1.

[5] Data for averages do not meet publication standards.

Table 10. Average effective wage adjustments in collective bargaining agreements covering 1,000 workers or more during 4-quarter periods

(In percent)

Characteristic	Four quarters ending								
	1984			1985				1986	
	II	III	IV	I	II	III	IV	I[1]	II[2]
Total effective adjustments (prorated over all workers)[3]	4.3	4.2	3.7	3.6	3.5	3.5	3.3	3.1	2.9
Source:									
From current settlements	1.0	1.0	.8	.7	.9	.9	.7	.6	.5
From prior agreements	2.2	2.1	2.0	2.2	1.9	1.8	1.8	1.7	1.8
From COLA	1.1	1.2	.9	.7	.7	.8	.7	.8	.7
Effective wage change for workers receiving change	5.3	5.0	4.4	4.5	4.2	4.3	4.1	4.0	3.8
Source:									
From current settlements	3.6	3.7	3.0	2.9	2.9	2.8	3.4	2.9	2.5
From prior agreements	4.9	4.2	4.0	4.2	3.9	3.7	3.7	3.5	3.4
From COLA	4.0	3.2	2.7	2.3	2.3	2.8	2.2	2.5	2.1

---

[1] Preliminary revised.

[2] Preliminary

[3] See note 3, table 8. Because of rounding, may not equal sum of parts.

Employment Cost Index, June 1986

The Employment Cost Index (ECI) increased 0.7 percent in the 3 months ended in June 1986. The March-June 1986 increase matched the 0.7 percent gain in the same 3-month period last year. For the year ended June 1986, the ECI rose 4.0 percent—down from 4.6 percent a year ago. The ECI measures changes in compensation costs, which include wages, salaries, and employer costs for employee benefits. (See tables 9-14, pp. 56-61, for the statistical information discussed in this summary.)

Wages and salaries alone rose 4.1 percent over the year ended June 1986. The increase was higher for State and local government workers (5.7 percent) than for private industry workers (3.7 percent), who make up a great majority of employees covered by the ECI.

Pay increases in private industry during the June 1985-86 period were higher for workers in service-producing industries (4.1 percent) than for those in goods-producing industries (3.3 percent). Among goods-producing industries, increases ranged from 2.7 percent in construction to 4.3 percent in nondurable goods manufacturing. Pay gains in service-producing industries ranged from 2.5 percent in transportation to 5.2 percent in finance, insurance, and real estate, which was influenced by commission earnings of salesworkers.

Over-the-year wage and salary increases in private industry were higher for white-collar occupations (4.5 percent) than for blue-collar or service occupations (2.8 and 2.9 percent, respectively).

Pay increases for nonunion workers (4.1 percent) exceeded those of union workers (2.5 percent) during the June 1985-86 period. This relationship held in goods-producing industries (3.9 percent compared with 2.3 percent), as well as in service-producing industries (4.4 and 2.9 percent, respectively). Since the year which ended in December 1983, over-the-year pay gains for nonunion workers have consistently outpaced those of union workers.

The June 1986 ECI level stood at 131.5 for compensation costs, based on June 1981 = 100. Compensation cost increases over the 5-year period (June 1981-86) were 39.7 percent for State and local government workers, compared with 29.9 percent for private industry workers. Increases in private industry were larger for white-collar (32.5 percent) than for blue-collar (26.3 percent) occupations; larger for workers in service-producing (31.6 percent) than goods-producing (27.8 percent) industries; and larger for nonunion (30.2 percent) than for union (28.7 percent) workers.

The ECI covers private industry workers (excluding farms and households) and State and local government workers. It is not seasonally adjusted.

Beginning with this summary, ECI measures are based on fixed employment counts from the 1980 Census of Population rather than from the 1970 census. The 1980 census occupational classification system specified new titles for the occupational categories. See the explanatory note for a comparison of the 1970 and 1980 titles.

ECI estimates for the period March 1985 to March 1986 will be recalculated, using the 1980 census weights. The recalculations, which will be available in September 1986, will provide a 1-year overlap for ECI estimates based on 1970 and 1980 census weights.

Selected Wage and Benefit Changes

Current provisions of collective bargaining agreements are summarized below. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements.

Coverage generally is limitedto actions affecting 1,000 workers or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
		MANUFACTURING
FOOD AND KINDRED PRODUCTS		
Amalgamated Sugar Co. Various locations Grain Millers—2,000	4 percent 8/1/86	Deferred increase negotiated 8/1/85 (CWD Oct. 1985).
Kellogg Co. Omaha, NE; Memphis, TN; San Leandro, CA; and Lancaster, PA Grain Millers—2,175	6 cents decrease 6/1/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
New York and New Jersey Bakery Employers Council New York and New Jersey Bakery, Confectionary and Tobacco Workers—2,500	40 cents 8/1/86	Deferred increase negotiated 8/1/84 (CWD Oct. 1984); see CWD Sept. 1985.
Meat Trade Insitute, Inc. (including Kosher Master Contract and Provisions Manufacturers Assn.) New York and New Jersey United Food and Commercial Workers—1,600	See next column 6/14/86	3-year agreement negotiated 7/3/86 provided: $250 lump sums on 12/15/86, 12/15/87 and 12/15/88; 25 cent wage increase on 9/14/87 and 35 cents on 9/14/88; $16 month pension per year of service on 7/1/87 (was $15); see CWD June 1985.
Entenmann's Long Island, NY Bakery, Confectionery and Tobacco Workers—1,250	35 cents 5/4/86	3-year agreement negotiated 6/1/86 also provided: 35 cent wage increases 5/5/87 and 5/5/88; annual cost-of-living adjustment continued beginning 5/1/87 based on minimum 2 percent increase in BLS-CPI-W; 25 cents hour night differential (was 20 cents); 5 days' funeral leave (was 4); $170 week sickness and accident (was $145); $15,000 life insurance (was $12,000); $7 month pension per year of service (was $6.50) on 4/1/87, increasing to $7.50 on 1/1/88; see CWD May 1985.
Kellogg Co. Battle Creek, MI Grain Millers—2,500	6 cents decrease 6/1/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information

FOOD AND KINDRED PRODUCTS—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Quaker Oats Co. Cedar Rapids, IA Retail, Wholesale and Department Store—1.000	4 cents 8/1/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
J.R. Simplot Co. Heyburn, ID Grain Millers—1,000	No change 6/21/86	3-year agreement negotiated 6/21/86 provided: wage and benefit reopener on 6/15/88; see CWD June 1985.
Joseph E. Seagram Kentucky, Ohio, Indiana, Maryland and Pennsylvania Distillery Workers—1,400	49 cents 8/4/86	Deferred increase negotiated 7/30/84 (CWD Oct. 1984); see CWD Sept. 1985.
American Crystal Sugar Co. Minnesota, Iowa, North Dakota, and Colorado Grain Millers—2,300	5 percent 8/1/86	Deferred increase negotiated 7/23/84 (CWD Oct. 1984).
Bay Area Soft Drink Bottlers Assn. San Francisco, San Mateo and Alameda counties, CA Teamsters (Ind.)—1,250	50 cents 8/1/86	Deferred increase negotiated 9/16/84 (CWD Nov. 1984); see CWD Sept. 1985.
Dairy Industry Industrial Relations Assn. Southern, CA Teamsters (Ind.)—2,500	See next column 3/2/86	3-year agreement negotiated 6/23/86 also provided: $750 lump sum on 3/2/87 and 40 cent wage increase on 3/2/88; $312.30 per week health and welfare on 1/1/87 (was $295); $329.60 on 1/1/88 and 364.20 on 1/1/89; $1.15 month pension per year of service on 1/1/88 (was $1.05); see CWD Oct. 1985.

PAPER AND ALLIED PRODUCTS

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Kimberly-Clark Corp. Memphis, TN Paperworkers—1,250	See next column 6/1/86	3-year agreement negotiated 6/23/86 also provided: 4 percent (of earnings) lump sum on 6/1/86 and $200 on 12/1/86; 3 percent wage increase on 6/1/87 and 6/1/88; $14.40 month pension per year of service on 6/1/86 (was $14.00), $15.00 on 6/1/87, and $15.50 on 6/1/88; $325 per month total disability pension on 6/1/86; (was $300); $350 on 6/1/87, and $375 on 6/1/88; 32 cents per hour night differential (was 30 cents); on 6/1/86, 34 cents on 6/1/87 and 36 cents on 6/1/88; $4,00 meal allowance on 6/1/86 (was $3.75); see CWD Sept. 1985.
International Paper Co., (formerly part of Multiple Mill Group) Bastrop, LA Paperworkers; Firemen and Oilers—800	See next column 1/31/86	3-year agreement negotiated 2/1/86 also provided: $1,200 lump sum on 1/31/86, 3 percent wage increase on 1/31/87 and 2½ percent on 1/31/88; time and half overtime premium eliminated for Sunday; 15 cents per hour shift differential on 1/31/87 and 17 cents on 1/31/88 (was 14 cents); see CWD June 1985.
Mead Corp. Chillicothe, OH Paperworkers—1,000	3.5 percent 8/1/86	Deferred increase negotiated 8/3/85 (CWD Oct. 1985).
James River Corp. Green Bay, WI Paperworkers—1,000	See next column 5/30/86	3-year agreement negotiated 5/30/86 also provided: $1,000 lump sum on 5/30/86, 2.875 percent wage increases on 5/30/87 and 5/30/88; 36 cents hour shift premium on 5/30/86 (was 33 cents); 37 cents on 5/30/87 and 38 cents on 5/30/88; $22,000 accidental, death and dismemberment on 5/30/86 (was $20,000), $24,000 on 5/30/87 and $26,000 on 5/30/88; 39 weeks sickness and accident (was 26 weeks); $20 month pension per year of service on 5/30/86 (was $19); $21 on 5/30/87, and $22 on 5/30/88; $4 meal allowance (was $3.75); settlement preceded by 1-day strike, see CWD May 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PAPER AND ALLIED PRODUCTS—Continued		
Kimberly-Clark Corp. Neenah, WI Paperworkers—1,200	See next column 6/1/86	3-year agreement negotiated 6/23/86 also provided: 4 percent (of earnings) lump sum on 6/1/86, 3 percent wage increase on 6/1/87 and 6/1/88; $14.50 month pension per year of service effective 6/1/86 (was $14), $15 on 6/1/87, and $15.50 on 6/1/88; $325 per month permanent disability on 6/1/86 (was $300), $350 on 6/1/87 and $375 on 6/1/88; 32 cents per hour night differential on 6/1/86 (was 30 cents), 34 cents on 6/1/87 and 35 cents on 6/1/88; $4 lunch payment on 6/1/86 (was $3.35); see CWD June 1985.
PRINTING AND PUBLISHING		
Publishers Assn. of New York City (deliverers) New York, NY Newspaper and Mail Deliverers—1,200	½ percent 3/1/86	Automatic annual cost-of-living adjustment; see CWD April. 1985.
Printing Industries of Metropolitan New York, Inc. (Printers League Section) New York, NY Typographical Workers—3,000	2.4 percent decrease 7/1/86	Automatic quarterly cost-of-living adjustment; no recent listing.
Publishers Assn. of New York City New York, NY Printing and Graphic Communication Union—1,500	2 cents 6/1/86	Automatic annual cost-of-living adjustment; see CWD Mar. 1985.
Publishers Assn. of New York (printers) New York, NY Typographical Union—1,300	2 cents 6/1/86	Automatic annual cost-of-living adjustment; no recent listing.
Allied Printing Assn. Philadelphia, PA Graphic Communiations International Union—1,400	4 percent 5/1/86	3-year agreement negotiated 5/1/86 also provided: 2 percent wage increase on 11/1/87; see CWD Feb. 1986.
CHEMICALS AND ALLIED PRODUCTS		
Celanese Corp. of America, Fibers, Div. Narrows, VA; Cumberland, MD and Rock Hill, SC Amalgamated Clothing and Textile Workers—3,250	4¼ percent 6/19/86	3-year agreement negotiated 6/20/86 also provided: 4 percent wage increases on 6/19/87 and 6/19/88; $13.50 per month per year of service pension on 6/19/86; $140 week sickness and accident on 6/19/86 (was $115), $145 on 6/19/87 and $150 on 6/19/88; $9,000 life insurance on 6/19/87 (was $8,000); and $10,000 on 6/19/88 see CWD June 1985.
BASF Corp. Fibers Div. (formerly American Enka) Enka, NC Textile Workers—800	See next column 5/26/86	3-year agreement negotiated 5/28/86 also provided: $700 lump sum on 5/26/86 and $500 on 5/26/87; if CPI-W (All Cities) rises less than 3.3 percent between 4/87 and 4/88 there will be a 30 cent wage increase on 5/26/88—if rise is 3.3 percent or more, company will decide on either a percentage wage increase averaging at least 30 cents an hour or a reopening of wage negotiations; $140 week sickness and accident benefit 5/26/86 (was $130) and $150 5/26/87; $13 month pension per year of service (was $12); 35 year service cap lifted on 5/26/86; see CWD May 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CHEMICALS AND ALLIED PRODUCTS—Continued		
Minnesota Mining and Manufacturing Co. St. Paul, MN Oil, Chemical and Atomic Workers—1,700	3 percent 8/1/86	Deferred increase negotiated 3/17/85 (CWD Nov. 1985).
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS		
Owens-Illinois, Inc. Various locations Glass, Pottery, Plastics—1,200	See next column 5/1/86	3-year agreement negotiated 5/86 provided: $500 lump sum for grades 1-2, 10 cents hour added to base rates plus $200 lump sum for grades 3-11, and 20 cents hour added to base rates plus $100 lump sum for grades 12 and over effective 5/1/86, 15 cents added to base rates plus $100 lump sum for grades 1-2 , and 3 percent added to base rates for grades 3 and over on both 5/1/87 and 5/1/88; additional pay increases of 15 cents hour as skill adjustments for grades 12 and over on both 5/1/87 and 5/1/88; continued annual cost-of-living adjustment clause with reviews in May of 1987 and 1988; and established comprehensive 90/10 co-payment insurance plan in lieu of major medical plan; see CWD Apr. 1985.
General Tire and Rubber Co. Mayfield, KY Rubber Workers—1,390	15 cents 9/1/85	3-year agreement negotiated 10/85 also provided: 8 cents 9/1/86 and 8 cents 9/1/87; first listing.
The Gates Rubber Co Denver, CO Rubber Workers—1,100	30 cents 8/25/86	Deferred increase negotiated 3/85 (CWD Oct. 1985).
PRIMARY METAL INDUSTRIES		
White Consolidated Industries, Inc., Blaw-Knox Co., Foundry and Mill Machinery Inc. Various locations Steelworkers—1,500	3 cent decrease 7/86	Automatic quarterly cost-of-living adjustment; see CWD June 1986.
Cerro Metal Product, Div. of the Marmon Group, Inc. Bellefonte, PA Automobile Workers—1,000	10 cent decrease 6/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
McLouth Steel Corp. Detroit, Trenton and Gibraltar, MI Steelworkers—2,000	No immediate increase 5/4/86	30-month agreement negotiated 5/86 also provided: guaranteed 20 cent cost-of-living payment 11/1/87; cost-of-living clause suspended for duration of the agreement; established dental program 1/1/87; no recent listing.
Asarco Inc. TX, AZ, and WA Steelworkers, Operating Engineers; Electrical Workers (IBEW); and Teamsters (Ind.)—3,000	2 cents 4/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Interlake, Inc. Riverdale, IL Steelworkers—1,200	7 cent decrease 5/1/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.

Continued—Selected wage and bene'it changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
CF&I Pueblo, Canyon City and Salida, CO and Sunrise, NY Steelworkers—1,600	50 cents 8/1/86	Deferred increase negotiated 10/83 (CWD Apr. 1984); see CWD June 1986.
Intalco Aluminum Co. Ferndale, WA Metal Trades Council—950	2 cent decrease 7/86	Automatic quarterly cost-of-living adjustment; see CWD June 1986.
Teledyne Wah Chang Albany, subsidiary of Teledyne Inc. Millersburg (Albany), OR Steelworkers—900	6 cent decrease 8/86	Automatic quarterly cost-of-living adjustment; see CWD June 1986.
FABRICATED METAL PRODUCTS		
Martin Marietta Corp., Aerospace Div. Baltimore, MD; Orlando, FL; Denver, CO Automobile Workers—4,800	4 cent decrease 8/14/86	Automatic quarterly cost-of-living adjustment; see CWD June 1986.
The Babcock & Wilcox Co. Barberton, OH; West Point,MS; and Paris, TX Boilermakers—2,560	$425 at West Point and Paris, 3 percent at Barberton	Deferred increase negotiated 10/85 (CWD Feb. 1986).
Kohler Co. Kohler, WI Automobile Workers—3,000	3 cent decrease 7/86	Automobile quarterly cost-of-living adjustment; see CWD June 1986.
Bendix Corp. Kansas City, MO Machinists—4,000	7 cent decrease 7/1/86	Automatic quarterly cost-of-living adjustment; see CWD June 1986.
MACHINERY, EXCEPT ELECTRICAL		
Hughes Tool Co., Oil Tool Div. Houston, TX Steelworkers—1,000	5 cent decrease 7/1/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
Marion Power Shovel Co. Marion, OH Steelworkers--950	6 cent decrease 7/1/86	Automatic quarterly cost-of-living adjustment; no recent listing.
PT Components Co. (formerly FMC, Chain and Bearings Divisions) Indianapolis, IN Steelworkers—1,100	10 cent decrease 7/1/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT		
American Telephone and Telegraph Co. National Electrical Workers (IBEW) and Communications Workers	See next column	See Wage Highlights for terms of 3-year agreements negotiated in 6/86; see CWD Sept. 1985.
Rockwell International Corp., Collins Radio Group Texas, California and Iowa Electrical Workers (IBEW) and Electronic Workers—2,400	1 cent decrease 7/1/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
Leviton Mfg. Co., Inc. Brooklyn, Melville, Maspeth and Little Neck, NY Electrical Workers (IBEW) —1,400	4 percent 8/4/86	Deferred increase negotiated 8/3/84 (CWD Oct. 1984); see CWD Sept. 1985.
Bendix Corp., Electrical Component Div. Sidney, NY Machinists—2,100	4 cent decrease 8/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
Manufacturers of Illumination Products, Inc. New York, NY, area Elecrical Workers (IBEW) —1,200	30 cents 7/1/86	3-year agreement negotiated 6/30/86 also provided: 30 cents wage increase on 7/1/87 and 35 cents on 7/1/88; $3.75 daily annuity contribution on 7/1/88 (was $3.50); see CWD July 1985.
Rheem Manufacturing Co. Fort Smith Plant Fort Smith, AR Steelworkers—1,200	4 cents 8/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
Ford Electronics and Refrigeration Connersville, IN Electronic Workers—2,000	3 cents 8/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
Zenith Radio Corp. Chicago, IL United Electronics Workers (Ind.)—1,500	4 cent decrease 7/1/86	Automatic semi-annual cost-of-living adjustment; see CWD Feb. 1986.
The Eureka Co., Div. of National Union Electric Corp. Bloomington, IL Machinists—1,100	4 cents 8/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
American Standard Corp. (formerly the Trane Co.) La Crosse, WI Machinists—1,600	5 cents 8/1/86	Automatic annual cost-of-living adjustment; see CWD Oct. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
Amana Refrigeration Amana, IA Machinists—1,500	4 cent decrease 7/1/86	Automatic quarterly cost-of-living adjustment; see CWD Feb. 1986.
Litton Industries, Inc. Sioux Falls, SD Electrical Workers (UE-I) —2,100	25 cents 8/1/86	Deferred increase negotiated 8/25/84 (CWD Nov. 1984); see CWD Sept. 1985.
Hughes Helicopter Co. Los Angeles, CA Carpenters and Joiners—1,550	6 cents decrease 7/15/86	Automatic quarterly cost-of-living adjustment; see CWD June 1986.
TRANSPORTATION EQUIPMENT		
General Dynamics, Convair Div. National Machinists—4,400	8 cents decrease 7/5/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
Allied/Bendix Corp. Various locations Automobile Workers—4,800	10 cents decrease 7/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
Lockheed-Georgia Co., a div. of Lockheed Aircraft Corp. Marietta, GA; Clarksburg, WV; Charleston, SC; and Meridian, MS Machinists—10,000	8 cents decrease 7/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
Fairchild Republic Co Farmingdale, NY Machinists—1,500	5 cents decrease 7/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
General Dynamics Corp., Electric Boat Div. Groton, CT Marine Draftsmen Assn.—1,150	3 percent 8/86	Deferred increase negotiated 8/84 (CWD Oct. 1984); see CWD Aug. 1985.
Avco Corp., Aerostructure Div. Nashville, TN Machinists—4,900	40 cents hours 6/24/86	3-year agreement negotiated 6/86 also provided: 20 cents effective in both 2d and 3d years; incorporated 85 cents COLA into base rates; continued cost-of-living formula of 1 cent for each 0.3-movement in the BLS-CPI; 2 additional holidays (personal); $23 per month per year of service pension (was $21) increasing to $24 in 1988; $160 week (was $150) sickness and accident increasing to $170 2d year and $180 3d years; $500 pension supplement (was $250); $2 prescription card; $350,000 major medical (was $300,000) increasing to $400,000 in 1988; full coverage of hospice care in home; $1,000 (was $900) maximum per year dental; $1 million maximum for major organ transplant; see CWD July 1986.
Litton Systems, Inc., Ingalls Div. Pascagoula, MS Metal Trades Council—6,000	18 cents 8/86	Deferred increase negotiated 9/83 (CWD Dec. 1983); see CWD Sept. 1985.

Continued—Selected wage and benefit changes

TRANSPORTATION EQUIPMENT—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Goodyear Aerospace Corp. Akron, OH Automobile Workers—1,450	10 cents 8/1/86	Deferred increase negotiated in 1985; 3-year agreement also provided 26 cents 8/85 and 8 cents 8/87; see CWD June 1986.
Howmet Corp. Whitehall, MI Automobile Workers—2,000	6 cents decrease 7/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
A.O. Smith Milwaukee, WI Smith Steel Workers—4,000	20 cents 8/86	Deferred increase negotiated 8/83 (CWD Oct. 1983); see CWD June 1986.
Beech Aircraft Co. Wichita, Salina and Liberal, KS and Boulder, CO Machinists—4,000	2 percent 8/86	Deferred increase negotiated 8/84 (CWD Oct. 1984); see CWD Sept. 1985.
Cesna Aircraft Co. Wichita, KS Machinists—4,200	8 cents decrease 7/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
Lockheed Missiles and Space Co., Inc. Sunnydale, Palto Alto, and Santa Cruz, CA and various missile sites Machinists—5,000	8 cents decrease 7/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
Rockwell International Corp. Los Angeles and Santa Susana, CA; Columbus, OH; and Tulsa and McAlester, OK Automobile Workers—16,000	8 cents decrease 7/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
McDonnell Douglas Corp. Long Beach, CA Automobile Workers—4,800	8 cents decrease 7/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
McDonnell Douglas Corp. Torrance and Huntington Beach, CA Machinists—3,500	8 cents decrease 7/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
Lockheed Aircraft Corp., Lockheed-California Co. Burbank, Palmdale, Los Angeles and Van Nuys, CA Machinists—10,000	8 cents decrease 7/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.

MISCELLANEOUS MANUFACTURING

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
National Association of Doll & Stuffed Toy Manufacturers, Inc. New York, NY Toy and Novelty Workers—2,000	12½ cents 7/1/86	Automatic annual cost-of-living adjustment; see CWD May 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
NONMANUFACTURING		
MINING		
Kennecott Copper Corp. National Various—3,400	$3.22 (average) decrease 7/10/86	4-year agreement negotiated 7/9/86 also provided: elimination of quarterly cost-of-living clause; reduction of health and welfare benefits from a 100 percent company paid plan to 80/20 company employee co-payment plan with $350 deductible (was no deductible), effective 1/1/87; see CWD May 1986.
Magma Copper Co., Div. of Newmont Mining San Manuel, AZ Various—2,700	$3.00 decrease 7/1/86	3-year agreement negotiated 7/1/86 also provided: elimination of cost-of-living clause; elimination of vision care program; see CWD May 1986.
CONSTRUCTION		
Independent contractors Maine Carpenters and Joiners —1,300	25 cents 5/86	2-year agreement negotiated 5/86 also provided: wage increases of 25 cents on 11/1/86 and 50 cents on 5/1/87; $1.40 hour health and welfare fund contribution on 5/1/86 (was $1.15) see CWD Dec. 1985.
Associated General Contractors of Massachusetts, Inc. and others Eastern Massachusetts, excluding Boston Carpenters and Joiners —4,200	0-35 cents 6/1/86	3-year agreement negotiated 6/86 also provided: wage changes ranging from 3 cents decrease to 40 cents increase 12/1/86, 0 or 25 cents increase 6/1/87, 15-55 increase 12/1/87, 0 or 25 cents increase 6/1/88, and 25 or 35 cents increase 12/1/88; $1.30-$1.95 hour to health and welfare fund (was $1.30-$1.63), increasing to $1.45-$1.95 on 12/1/86, and $1.60-$2.15 on 12/1/87; $1.25-$2.00 hour to annuity fund (was $1.25-$1.75), increasing to $1.25-$2.25 on 6/1/88; 20 cents hour to training program (was 10); see CWD Jan. 1986.
Associated General Contractors of Massachusetts, Inc.; Building Trades Employers Assn. of Boston and Eastern Massachusetts Inc.; Labor Relation Div. of the Construction Industries of Massachusetts Boston, MA Carpenters and Joiners —5,000	30 cents 8/1/86	Deferred increase negotiated 8/85 (CWD Nov. 1985); see CWD Feb. 1986.
Associated General Contractors of America, Inc. Boston, MA Bricklayers—1,000	70 cents 8/1/86	Deferred increase negotiated 8/85 (CWD Nov. 1985); see CWD Feb. 1986.
New York Electrical Contractors Assn. and others New York, NY Electrical Workers (IBEW) —10,000	$1.00 6/13/86	3-year agreement negotiated 6/86 also provided: $1.25 increase in wages on both 6/11/87 and 6/9/88; 11.5 (was 9.0) percent employer payment to vacation fund, going to 10.5 percent 6/9/88; 7.15 (was 6.7) percent employer payment to additional Social Security benefit 6/13/86; 1.0 (was 0.75), percent employer payment to joint industry board; 2.0 (was 1.4) percent employer payment to dental fund; and 0.8 (was 1.1) percent employer payment to educational/cultural fund; see CWD Oct. 1985.
Mason Contractors Association of Washington Washington, D.C. Bricklayers—1,000	25 cents 5/1/86	2-year agreement negotiated 5/22/86 also provided: 50 cents effective 5/1/87, with distribution between wages and benefits to be determined later; $2.25 hour to health and welfare fund (was $2); see CWD May 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Construction Contractors Council, Associated General Contractors Labor Div. Inc. Washington, D.C., area Operating Engineers—1,100	38 to 60 cents 5/1/86	2-year agreement negotiated 6/19/86 also provided: 26 to 41 cents effective 5/1/87; $1.00 hour to pension fund (was 90 cents); see CWD July 1985.
Kanawha Valley Builders Assn. (building agreement) Charleston, W. VA Laborers—1,000	See next column 6/1/86	3-year agreement negotiated 6/1/86 provided: 2 cents increase on 7/1/86; wage reopenings on 6/1/87 and 6/1/88; see CWD June 1984.
Keystone Building Contractors Assn.; Associated General Contractors of America, Inc. Pennsylvania Laborers—1,500	5 cents 6/16/86	3-year agreement negotiated 6/1/86 also provided: 5 cents on 6/16/87 and wage reopening on 6/16/88; $1.46 hour to pension fund—zone 1 and $1.43—zone 2 (was $1.31—zone 1 and $1.28—zone 2) increasing to $1.61—zone 1 and $1.58—zone 2 on 6/16/87; see CWD Nov. 1985.
The Contractors Assn. of Eastern Pennsylvania Eastern Pennsylvania (Bucks, Chester, Delaware, Montgomery, and Philadelphia counties) Carpenters and Joiners—1,500	40 cents 5/1/86	2-year agreement negotiated 5/86 also provided: 40 cents on 5/1/87; $3.40 hour to pension fund (was $3.15), and $3.65 on 5/1/87; $3.14 to health and welfare fund (was $3.04), and $3.24 on 5/1/87; see CWD May 1984
Ironworkers Employers Assn. of Western Pennsylvania, Inc. Western Pennsylvania (11 counties) Ironworkers—1,500	25 cents 7/1/86	Negotiated in 6/86 under reopening provision of 3-year agreement scheduled to expire 5/31/88 and which also provided: 25 cents on both 1/1/87 and 6/1/87; see CWD July 1984 for previous listing.
Mechanical Contractors Assn. of Western Pennsylvania, Inc. Pittsburgh, PA, area Plumbers—1,200	32 cents 7/86	3-year agreement negotiated 6/86 under reopening provision of existing agreement; distribution between wages and benefits to be determined later; no recent listing.
Painting and Decorating Contractors Assn. Houston, TX Painters—1,600	See next column 7/1/86	3-year agreement negotiated 6/86 provided: no immediate wage change; wage and benefit reopenings both 7/1/87 and 7/1/88; see CWD Feb. 1985.
Ohio Contractors Assn. Ohio Operating Engineers—10,000	No change 5/1/86	3-year agreement negotiated 7/86 provided: $1.75 (was $1.50) hour employer payment to pension fund 5/1/87, going to $2.00 5/1/88; and 25 (was 16) cents hours employer payment to apprenticeship/training fund 5/1/86; see CWD May 1984.
Associated General Contractors of America, Inc. Ohio Operating Engineers—1,000	9 cents decrease 5/1/86	1-year agreement negotiated 7/86 also provided: 25 (was 16) cents hour employer payment to apprenticeship/training fund; see CWD Oct. 1985.
Illinois Valley Contractors Association and Central Illinois Valley Contractors Association North Central, IL Laborers—6,000	30 cents 6/1/86	3-year agreement negotiated 6/86 also provided: 30 cents on 6/1/87 and and 31 cents on 6/1/88; $1.15 per hour to annuity fund (was 85 cents) 6/1/86, increasing to $1.45 hour effective 6/1/87 and $1.75 hour 6/1/88; see CWD Aug. 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated Steel Erectors of Chicago Chicago, IL area (Lake and Cook counties, and part of Dupage and McHenry counties) Iron Workers—1,750	59 cents 6/1/86	2-year agreement negotiated 6/18/86 also provided: $1.10 effective 6/1/87 with distribution between wages and benefits to be determined later; $2.00 hour to SUB annuity fund (was $1.59); 2 cents hour to establish industry promotion fund; see CWD Aug. 1984.
Central Illinois Builders of Associated General Contractors; Peoria Contractors and Suppliers Assn.; and others Central Illinois Carpenters and Joiners—3,000	See next column 5/1/86	3-year agreement negotiated 4/86 provided: pay increases ranging from 30 to 65 cents hour 5/1/86, 30 to 65 cents 5/1/87, and 35 or 65 cents 5/1/88, depending on geographical area (lower pay hikes however, where offset by benefit improvements); $1.50 to $1.85 (was $1.50 to $1.75) hour employer payment to pension fund; going to $1.50 to $2.20 5/1/87, and $1.50 to $2.50 5/1/88, depending on geographical area; 7.5 or 8.5 (were 5 or 8.5) cents hour employer payment to industry promotion fund, depending on geographical area; and established Tri-County Contractors Labor/Management Council for 2 geographical areas fund by employer payment of 2 cents hour, going to 4 cents 5/1/87; see CWD June 1985.
Southern Illinois Contractors Southern Illinois Laborers—4,000	45 cents 8/1/86	Deferred increase negotiated 9/7/84 (CWD Oct. 1984); see CWD Sept. 1985.
Southern Illinois Contractors Assn.; Southern Illinois Builders Assn.; and independent companies Southern Illinois Operating Engineers—2,700	60 cents 8/1/86	Deferred increase negotiated 8/84 (CWD Oct. 1984); see CWD Sept. 1985.
Southern Illinois Builders Assn. Southern IL (Granite City) Carpenters and Joiners—1,550	65 cents 8/1/86	Deferred increase negotiated 10/25/84 (CWD Jan. 1985).
Sheet Metal Contractors Association Chicago, IL Sheet Metal Workers—4,000	$1.05 6/1/86	2-year agreement negotiated 6/30/86 also provided: 25 cents effective 12/1/86 and $1.20 6/1/87, with distribution between wages and benefits to be determined later; 48 cents hour to national pension fund (was 35); 8 cents hour to national training fund (was 6); 16 cents hour to industry promotion fund (was 6); see CWD Aug. 1984.
Sheet Metal Contractors Association Chicago, IL Sheet Metal Workers—4,000	$1.05 6/1/86	2-year agreement 6/30/86 also provided: 25 cents effective 12/1/86 and $1.20 6/1/87 with distribution between wages and benefits to be determined later; 48 cents hour to national pension fund (was 35); 8 cents hour to national training fund (was 6); 16 cents hour to industry promotion fund (was 6); see CWD Aug. 1984.
Illinois Road Builders Association; Mid-America Regional Bargaining Association; and others Chicago, IL, area Teamsters (Ind.)—1,100	No wage increase 6/1/86	3-year agreement negotiated 6/20/86 also provided: 40 cents effective 6/1/87 and 50 cents 6/1/88; additional 7½ cents to be allocated to health and welfare fund and/or pension fund in both 2d and 3d years; see CWD Aug. 1983.
Michigan Road Builders Assn. Michigan Laborers—2,000	See next column 6/9/86	3-year agreement negotiated 6/23/86 provided: wage incrases in prevailing rates of 26 cents on 6/9/86, 53 cents on 6/1/87 and 55 cents on 6/1/87 and 50 cents on 6/1/88; 75 cents to pension 6/9/86 (was 65 cents) increasing to 80 cents on 6/1/87 and 85 cents on 6/1/88; $1.00 vacation fund on 6/9/86 (was 95 cents); $1.15 to health and welfare fund on 6/9/86 (was $1.00); see CWD June 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Michigan Road Builders Assn. Michigan Teamsters (Ind.)—1,000	47 cents 6/2/86	3-year agreement negotiated 6/86 also provided: wage increases of 34 cents on 4/1/87 and 29 cents on 4/1/88; 44 cents to wages and/or benefits on 4/1/89 with distribution to be determined later; $70.70 week to health and welfare fund beginning 4/1/87 (was 66.70), increasing to 76.70 on 4/1/88; $65 week to pension fund on 6/2/87 (was $55); see CWD April 1985.
Associated General Contractors of America, Inc., Labor Relations Div. and Southwest Michigan Contractors Assn. Southwest Michigan Carpenters and Joiners —1,500	16 cents 6/1/86	2-year agreement negotiated 6/86 also provided: wage increases of 30 cents on 9/1/86 and 6/1/87; $1.20 to pension fund on 6/1/86 (was $1.00); increasing to $1.40 on 6/1/87: see CWD Oct. 1984.
Southwestern Michigan Contractors Assn. Southwestern Michigan Laborers—1,400	15 cents 6/1/86	2-year agreement negotiated 5/86 also provided: wage increases of 15 cents on 11/1/86 and 40 cents on 6/1/87; $1.15 to health and welfare fund on 11/1/86 (was 65 cents), increasing to 80 cents on 6/1/87; see CWD Nov. 1984.
Independent contractors Detroit, MI Bricklayers—1,800	84 cents 6/1/86	4-year agreement negotiated 6/18/86 also provided: wage reopenings effective 6/1/87, 6/1/88, and 6/1/89; see CWD Aug. 1984.
National Electrical Contractors Assn. St. Louis, MO Electrical Workers (IBEW) —2,700	55 cents—commercial 6/1/86	3-year agreement negotiated 6/10/86 also provided: 75 cents—commercial on 6/1/88; 12 percent to pension fund (was 10) on 6/1/87; 3 percent to establish income security fund effective 6/1/87, subject to approval by the Internal Revenue Service—if disapproved, the amount will be diverted to pension fund; see CWD July 1984.
Mechanical Contractors Assn. of St. Louis (pipefitters) St. Louis, MO Plumbers—1,500	70 cents 6/1/86	3-year agreement negotiated 5/31/86 also provided: 75 cents increase on both 6/1/87 and 6/1/88; $6.305 to benefit funds (was $6.155, consisting of $4.71 to health and welfare fund, $1.37 to pension fund and 0.075 cents to industry fund) increasing to $6.455 in 2d year and $6.605 in 3d year, with distribution between funds undetermined at the time of settlement; see CWD July 1984.
Associated General Contractors of America, Inc. Northern Nevada Carpenters—1,000	See next column	3-year agreement negotiated 7/15/85 under an unscheduled reopening provided: no wage changes; $1.99 hour to health and welfare fund (was $1.66); see CWD Oct. 1985.
Plumbing and Air Conditioning Contractors of Arizona Western Arizona Plumbers—1,800	50 cents 8/14/86	Deferred increase negotiated 2/86 (CWD May 1986).
Associated General Contractors of America, Inc., Oregon-Columbia Chapter Oregon and Southwest Washington Carpenters and Joiners —6,000	See next column 6/1/86	2-year agreement negotiated 6/28/86 provided: 40 cents wage increase for workers on projects valued at less than $1.5 million and no change for others; cost-of-living clause suspended for the life of this contract; see CWD May 1983.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. Northern California Operating Engineers—8,000	See next column 6/16/86	3-year agreement negotiated 6/10/86 provided: $1.11 on both 6/16/87 and 6/16/88, with distribution between wages and benefits to be determined later; suspended the cost-of-living clause; 79 cents to health, welfare and pension fund for retirees (was 69); 39 cents to affirmative action committee fund (was 41); established 3 new funds—5 cents to industry stabilization fund, 3 cents to geographic market and job placement committee and 2 cents to contract administration fund, effective 6/30/86; see CWD Aug. 1983.
Piledriving Contractors Assn. Northern California Carpenters and Joiners	No wage change 7/1/86	3-year agreement negotiated 6/14/86 provided: $1.00 on both 7/1/87 and 7/1/88, with distribution between wages and benefits to be determined later; $1.77 hour to vacation fund (was $1.60); suspended the cost-of-living clause; 2 cents to establish contract administration fund; see CWD July 1984.
Associated General Contractors of America, Inc. Northern California Teamsters (Ind.)—2,300	30 cents 6/16/86	3-year agreement negotiated 6/14/86 also provided: 95 cents both on 6/16/87 and 6/16/88, with distribution between wages and benefits to be determined later; suspended cost-of-living clause; $2.60 to health and welfare fund (was $2.40) effective 6/30/86; $2.84 hour to pension fund (wa $2.64); 25 cents to establish supplementary dues and 3 cents to establish contract administrative fund; see CWD June 1984.
Mechanical Contractors Council of Central California Central and Northern California (27 counties) Plumbers—1,450	No immediate wage change 7/1/86	2-year agreement negotiated 6/28/86 also provided: 22 cents 7/1/87, with distribution between wages and benefits to be determined later; 15 cents hour to establish labor-management fund; 11 cents hour to contract administration fund (was 10); 21 cents to hiring hall fund (was 26); see CWD Oct. 1984.
Painting and Decorating Contractors Assn. San Francisco, CA area (5 counties) Painters—2,000	No wage change 7/1/86	3-year agreement negotiated 6/30/86 provided: cost-of-living clause maintained providing 1 cent for every 0.1 point change in BLS-CPI-W (1967 = 100) with 50 cents minimum and $1.00 maximum adjustment on both 7/1/87 and 7/1/88; see CWD Jan. 1986.
National Electrical Contractors Association San Francisco, CA Electrical Workers (IBEW)—2,500	44 cents 6/1/86	2-year agreement negotiated 6/16/86 also provided: $1.00 effective 6/1/87, with distribution between wages and benefit funds to be determined later; $3.06 hour to health and welfare fund (was $2.88); $5.31 hour to pension fund (was $4.93); see CWD July 1984.
Associated General Contractors of California, Inc. and others Southern California (11 counties, except San Diego) Cement Masons—2,150	See next column	3-year agreement negotiated 7/1/85 under an unscheduled reopening provided: $1.00 wage increase on 7/1/85, 55 cents on 7/1/86 and 50 cents on 7/1/88, with distribution between wages and benefits to be determined later; $2.05 to vacation fund (was $1.90); $2.35 hour to health and welfare fund (was $2.25); 50 cents to supplementary dues (was 30); see CWD Oct. 1985.
Associated General Contractors of America, Inc.; Building Industry Assn.; Residential Contractors Assn. Southern California (11 counties except San Diego) Carpenters and Joiners—40,000	$1.095 7/1/86	Deferred increase under a 3-year agreement negotiated 7/1/85 (under an unscheduled reopening of agreement that was scheduled to expire 6/30/86) also provided: $1.00 increase on 7/1/87 and 50 cents on 1/1/88, with distribution between wages and benefits to determined later; $2.30 to vacation fund on 7/1/86 (was $2.245); see CWD Oct. 1985.
California Conferences of Mason Contractor Assns., Inc. Southern California Laborers—1,000	See next column	2-year agreement negotiated 6/86 provided: 85 cents to wages and/or benefits on 7/1/87 with distribution to be determined later; see CWD Feb. 1984.

Continued—Selected wage and benefit changes

CONSTRUCTION—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Floor covering associations and independent companies Los Angeles, CA Painters—950	40 cents 8/1/86	Deferred increase negotiated 8/3/85 (CWD Nov. 1985).
Mechanical Contractors Assn. of Northern California Alameda and Contract Costa counties, CA Plumbers—1,300	25 cents 7/1/86	Negotiated 6/86 under wage and benefit reopening of agreement scheduled to expire 6/30/87 and which also provided: $2.81 hour to health and welfare fund (was $2.51); see CWD Oct. 1985.
National Electrical Contractors Association Orange County, CA Electrical Workers (IBEW)—1,200	$1.25 6/1/86	2-year agreement negotiated 6/1/86 also provided: 62 cents on 6/1/87, with distribution between wages and fringe benefit funds to be determined later; $1.30 hour to health and welfare fund (was $1.00); see CWD Nov. 1985.
Building Industry Assn.; Engineering and General Contractors Assn. San Diego, CA Carpenters and Joiners—3,000	See next column 6/16/86	3-year agreement negotiated 6/86 provided: $1.40 hour added to wages for residential, light commercial, and commercial tenant improvement work, and 40 cents 6/16/87, 30 cents 12/16/87, 25 cents 6/16/88, and 15 cents 12/16/88, with allocation between wages and benefits to be determined later for such work; 50 cents hour on both 6/16/87 and 6/16/88 with allocation between wages and benefits to be determined later for full commercial work; eliminated employer payment to vacation fund for all but full commercial work (was $1.15 hour); 70 cents (was $2.10) hour employer payment to pension fund for all but full commercial work (remains $2.10 for full commercial work) 6/16/87; 25 cents (was 23 cents) hour employer payment to work assessment fund 6/16/87; 18 cents (was 14) hour employer payment to apprenticeship fund 6/16/87; established work preservation fund paid for by employer at 5 cents hour 6/16/87; and new apprentices to start at 30 per cent of the full commercial job rate with progression until current job rate reached after 4 years; see CWD June 1985.
Associated General Contractors of America and independent contractors San Diego, CA Carpenters and Joiners—2,000	See next column 6/16/86	3-year agreement negotiated 6/86 provided: wage and benefit changes similar to terms of the Building Industry Assn. agreement with the Carpenters and Joiners (above); see CWD Aug. 1984 for previous listing.

TRANSPORTATION AND PUBLIC UTILITIES

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
American Telephone and Telegraph Co. National Electrical Workers (IBEW) and Communications Workers	See next column	See Wage Highlights for terms of 3-year agreements negotiated in 6/86; see CWD Sept. 1985.
Western Union National Telegraph Workers—6,500	3 percent 8/86	Deferred increase negotiated 8/85 (CWD Oct. 1985).
Consolidated Edison Co. New York Utility Workers—14,500	4 percent 6/15/86	3-year agreement negotiated 6/86 also provided: $100 ratification bonus and 4 percent wage increases on 6/21/87 and 6/19/88; nine 20 cents hour wage progressions steps beginning 8/31/86; substituted the day after Thanksgiving for Lincoln's birthday; three medical plan options (was one) and two dental plan options; improved early retirement benefits; see CWD Mar. 1986.

Continued—Selected wage and benefit changes

TRANSPORTATION AND PUBLIC UTILITIES—Continued

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
Virginia Electric and Power Co. VA; WV; and NC Electrical Workers (IBEW) —4,700	See next column 4/1/86	2-year agreement ratified 5/30/86 provided: 4.5 percent retroactive to 4/1/86 and 4.5 percent on 4/1/87; 4 weeks of paid vacation after 14 years of service (was 15); option of two medical plans; see CWD July 1985.
Washington Metropolitan Area Transit Authority Washington, D.C.; Prince George's & Montgomery counties, MD; Fairfax, Alexandria, Falls Church Cities, Arlington and Fairfax counties, VA Amalgamated Transit Union —5,600	3½ percent 5/1/86	3-year agreement negotiated 6/86 also provided: 3½ percent increases effective 5/1/87 and 5/1/88; cost-of-living reviews 4/30/87, 4/30/88 and 4/30/89, with each adjustment equal to 80 percent of the increase in the U.S. Consumer Price Index above 3.5 percent over the preceding 12-month period; health and welfare flexible benefit program established effective 5/1/87 with each employee funded with Authority conributions equal to $50 month for family members and $30 for single members; attendance bonus plan instituted whereby employee earns ½ day for each calendar quarter of perfect attendance, with 1 day cash pay out option at year end; first listing.
Washington Gas Light Co. Washington, D.C. Gas Workers—1,275 and Office and Professional Employees—550	4.25 percent 6/23/86	3-year agreement negotiated 6/86 also provided: 4.25 percent 6/1/87 and 4.7 percent 6/1/88; wage reopening provision (with right to strike) in the 3d year if the 5/88 CPI exceeds the 5/87 Index by 5.5 percent; full pension credit up to age 70 (was age 65); improved job security; settlement preceded by 2-week strike; see CWD June 1985.
Louisville Gas and Electric Co. Louisville, KY Electrical Workers (IBEW)	3½ percent 11/11/86	3-year agreement ratified 6½ months early on 4/30/86 also provided: $300 early-signing bonus; 4 percent 11/11/87, and cost-of-living adjustment with a minimum 3 percent and maximum 5 percent based on the percentage change in the BLS-CPI-W for the period 10/1/87 through 9/30/88, effective 11/11/88; 45 percent social security offset (was 50 percent) to pension, going to 40 percent in 1988; $125 (was $100) per month contribution to retired employees medical insurance; see CWD Nov. 1985.
General Telephone Co. of Florida Electrical Workers (IBEW) —7,900	3½ percent 8/86	Deferred increase negotiated 9/22/85 (CWD Nov. 1985).
Florida Power and Light Miami, FL Electrical Workers (IBEW) —5,000	See next column 11/1/85	3-year agreement ratified 6/4/86 provided: 4.54 percent retroactive to 11/1/85, 4.25 percent 11/86 and 4.75 percent 11/87; 11th paid holiday in 1988, Martin Luther King's birthday; see CWD Nov. 1984.
Florida Power Corp. St. Petersburg, FL, area Electrical Workers (IBEW) —2,250	See next column 12/9/85	3-year agreement ratified 5/14/86 provided: 3.8 percent retroactive to 12/9/85, 4.2 percent in 12/86 and 4 percent in 12/87; 35 cents hour 2d and 50 cents 3d shift differentials (were 30 cents and 45 cents); improved saving plan; see CWD Dec. 1984.
Gulf States Utilities Co. Louisiana and Texas Electrical Workers (IBEW) —2,500	No wage change 6/22/86	2-year agreement negotiated 6/86 also provided: wage reopening provision at the end of the first year; cost-containment feature; see CWD June 1985.
State employees (highway patrol) Ohio Fraternal Order of Police (Ind.)—1,100	5 percent 7/1/86	32-month agreement negotiated 4/30/86 also provided: 5 percent wage increase on 1/1/87 and 4 percent on both 7/1/87 and 7/1/88; established double indemnity life insurance for employees who die in the line of duty; $80.70 per month health insurance for single below 70 years of age and $33.90 for those age 70 and above effective 7/1/87 and increasing to $85.58 and $35.90 respectively on 7/1/89; $192.50 per month family health insurance for employees below 70 years of age and $107.41 for those age 70 and above effective 7/1/88 and increasing to $205.22 and $113.90 respectively on 7/1/89; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Cleveland Regional Transit Authority (operators) Cleveland, OH Amalgamated Transit Union —2,000	1.64 percent 8/1/86	Deferred increase negotiated 8/85 (CWD Dec. 1985); see CWD Feb. 1986.
Laclede Gas Co. St. Louis, MO, area Oil, Chemical and Atomic Workers—1,850	4½ percent 8/86	Deferred increase negotiated 12/20/85 (CWD Apr. 1986).
Utah Power and Light Co. Utah; Idaho; and Wyoming Electrical Workers (IBEW) —3,800	See next column 1/26/86	1-year agreement negotiated 5/86 provided: 4 percent retroactive to 1/26/86; see CWD Apr. 1985.
WHOLESALE AND RETAIL TRADE		
A&P stores Virginia United Food and Commercial Workers—1,000	See next column 5/13/86	45-month agreement negotiated one year early on 5/13/86 provided: no wage increase over the contract life; two-tier wages and benefit program for new hires; 3 weeks maximum vacation (was up to 5 weeks in some areas); see CWD Nov. 1985.
Lucky Food Stores Houston, TX United Food and Commercial Workers—1,000	25 cents 8/17/86	Deferred increase negotiated 12/1/83 (CWD Apr. 1984); see CWD Feb. 1986.
Kroger and Safeway stores Houston, TX United Food and Commercial Workers—12,500	25 cents 8/17/86	Deferred increase negotiated 12/1/83 (CWD June 1984); see CWD Feb. 1986.
State employees (lottery and liquor store clerks) Ohio United Food and Commercial Workers—1,250	$150 lump sum 3/86	32-month agreement negotiated 3/86 also provided: 5 percent wage increases on both 3/1/86 and 1/1/87 and 7/1/88; $80.70 per month health insurance for singles below 70 years of age and $33.90 for those age 70 and above effective 7/1/87 and increasing to $85.58 and $35.90 respectively on 7/1/89; $192.50 per month family health insurance for employees below 70 years of age and $107.41 for those age 70 and above effective 7/1/88 and increasing to $205.22 and $113.90 respectively on 7/1/89; first listing.
Greater St. Louis Automotive Assn., Inc. St. Louis, MO Machinists—1,000	70 cents 8/1/86	Deferred increase negotiated 7/29/84 (CWD Sept. 1984); see CWD Sept. 1985.
Presidents' Council of Food, Beverage and Lodging Industries of Oregon Hotel Employees and Restaurant Employees—2,600	2.3 percent (average) 8/1/86	Deferred increase negotiated 10/29/85 (CWD Dec. 1985).
Greater East Bay New Car Dealers (formerly Eastern California Various—1,600	60 cents 7/7/86	3-year agreement negotiated 7/7/86 also provided: 50 cents on 7/1/87, and 45 cents on 7/1/88 and 1/1/89; $175 month (was $165) to pension fund effective 9/1/87, increasing to $185 on 9/1/88 and to $200 month on 3/1/89; $25,000 (was $10,000) life insurance, effective 9/1/87; $4 month (was $3) to training program; see CWD Mar. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Associated Produce Dealers and Brokers of Los Angeles Los Angeles, CA, area Teamsters (Ind.)—1,900	20 cents 8/1/86	Deferred increase negotiated 4/15/84 (CWD May 1984); see CWD Feb. 1986.
SERVICES		
Teachers Springfield, MA Massachusetts Teachers Association (NEA-I)—1,750	5.8 percent for those at the top of the salary schedule and 4 percent for all others 7/1/86	2-year agreement negotiated 6/17/86 also provided: 5.8 percent wage increase for those at the top of the salary schedule and 4 percent for all others effective 7/1/87; salary schedule will be reduced to 12 steps on 7/1/87 (now 13); $18,000 beginning salary for teachers (was $16,800); $600 professional development bonus on 7/1/86, increasing to $900 effective 7/1/87; capped math and science classes with 24 students (elementary schools); see CWD Aug. 1985.
Teachers Stamford, CT Stamford Education Association (NEA-I)—1,300	10.4 percent 7/1/86	Deferred increase under abitration award on 2/20/86 (CWD June 1986).
University of Connecticut (faculty) Storrs, CT American Association of University Professors (Ind.)—1,600	8 percent 7/1/86	3-year agreement negotiated in 4/86 (but not effective until former agreement expired on 6/30/86) also provided: wage increases of 8 percent on 7/1/87 and 7.5 percent on 7/1/88; first listing.
Hotel Association of New York City New York City, NY Hotel and Motel Trades Council (9 unions)—25,000	5.6 percent 8/1/86	Deferred increase negotiated 6/27/85 (CWD Aug. 1985).
Washington Hospital Center (registered nurses) Washington, D.C. District of Columbia Nurses Assn.—1,200	3 percent 6/15/86	27-month agreement negotiated 7/2/86 also provided: 3 percent on 12/15/86, 2 percent on 6/15/87 and 2 percent on 12/15/87; $50 bonus for each holiday worked for 5 specific holidays effective 2d year; other benefit levels maintained; see CWD Dec. 1985.
Teachers Baltimore, MD American Federation of Teachers—6,000	5 percent 7/1/86	3-year agreement negotiated 6/12/86 also provided: 5 percent effective both 7/1/87 and 7/1/88; no recent listing.
Board of Education (teachers) Carroll County, MD Various associations (NEA-I)—1,100	6 percent 8/26/86	Deferred increase negotiated 6/12/85 (CWD Sept. 1985).
Teachers Federick County, MD National Education Association (Ind.)—1,450	6.5 percent 7/1/86	3-year agreement negotiated 3/5/86 also provided: starting salaries for beginning teachers increased to $17,800 (was $16,050) on 7/1/86; wage reopenings on 7/1/87 and 7/1/88; dental insurance fully financed by the county (previously teachers paid the full cost); see CWD Nov. 1985.
Teachers Prince Georges County, MD National Education Association (Ind.)—6,400	6 percent 9/1/86	3-year agreement negotiated 4/86 under early renewal of contract scheduled to expire 12/31/86 also provided: 8 to 9 percent effective 9/1/87 and 7 percent 9/1/88; longevity steps for coaches (was flat rate); improved differential pay for principals; no recent listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Board of Education (noninstructional) Prince George's County, MD State, County and Municipal Employees—3,800	5 percent 7/1/86	4-year agreement negotiated 5/86 also provided: 1 percent wage increase on 1/1/87 and 4-7 percent on both 7/1/87 and 7/1/88 (contingent on Washington, D.C., metropolitan area CPI-W); wage reopening on 7/1/89; see CWD Feb. 1986.
Teachers Washington County, MD National Education Association (Ind.)—1,100	7 percent 7/1/86	Negotiated 4/86, under a scheduled wage and benefit reopening of a 3-year agreement slated to expire on 6/30/88; see CWD Aug. 1985.
Instructional aides, clerical and technical employees Anne Arundel County, MD Secretaries and Aides Association of Anne Arundel (Ind.) —1,000	5.75 percent 7/1/86	1-year agreement negotiated 6/4/86 also provided: 85 percent county contribution to health insurance (was 80 percent); see CWD July 1985.
Teachers Hanford County, MD Maryland State Teachers Association (NEA-I)—1,600	6 percent 7/1/86	3-year agreement negotiated 3/86 also provided: wage reopenings on both 7/1/87 and 7/1/88; see CWD Aug. 1985.
Appalachian Regional Hospitals, Inc. (licensed practical nurses and clerical, technical and service and maintenance employees) Kentucky, Virginia, and West Virginia Steelworkers—1,850	3.9 percent 4/1/86	3-year agreement negotiated 7/3/86 also provided: 3.7 percent on 4/1/87 and 3.5 percent on 4/1/88; benefit levels maintained; settlement preceded by 3 month strike; see CWD Apr. 1985.
Board of Education (clerical and paraprofessional) Jefferson County, KY Jefferson County Clerical Association (Ind.)—1,650	3 percent 7/1/86	4-year agreement negotiated 6/86 also provided: 3 percent wage increase on 7/1/87 and a wage and benefit reopening on 7/1/88; 20 cents 2d shift differential (was 18), increasing to 22 cents on 7/1/87; 32 cents 3d shift differential (was 30), increasing to 34 cents on 7/1/87; step increases deferred during second year of the contract; two steps added to the beginning at the salary scheduled; longevity payments modified as follows: 12 cents per hour (was 8) for 15 years service; increasing to 15 cents on 7/1/87, 26 cents per hour after 20 years (was 25), increasing to 27 cents on 7/1/87, 40 cents per hour after 26 years (was 39), increasing to 41 cents on 7/1/87; 2 days emergency leave permitted (was 3); 3 days personal leave (was 2), unused leave can be converted to sick leave; 3.5 percent county payment to health insurance (was 3 percent); retirement at 5 years service in the system (was 8); first listing.
State employees (health care) Florida American Nurses Association (Ind.)—3,450	5 percent 7/1/86	On 6/86 under a scheduled wage reopening of a 2-year agreement scheduled to expire on 6/30/86 the parties modified the agreement to include: 3-5 percent merit increase on the employee's anniversary date; see CWD Jan. 1986.
Florida State University Florida National Education Association (Ind.)—6,000	5 percent or $600, whichever is greater 7/1/86	1-year agreement 6/13/86 under wage reopening provision of 6/85 contract also provided: 3 to 5 percent merit increase to be applied to base rate schedule on employee's hiring anniversary date; no recent listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Board of Education (instructional) Alachua County, FL American Federation of Teachers —1,400	5.5 percent 8/1/86	Deferred increase negotiated 8/29/85 (CWD Nov. 1985).
Board of Education (maintenance and crafts) Broward County, FL Marine Engineers Beneficial Association—1,800	9.1 percent 7/1/86	2-year agreement negotiated 5/86 also provided: wage reopening on 7/1/87; see CWD Dec. 1985.
State employees (professional health care) Ohio Ohio Health Care Employees (Ind.)—1,200	5 percent 6/1/86	3-year agreement negotiated 4/24/86 also provided: 5 percent wage increase on 1/1/87 and 4 percent on both 7/1/87 and 7/1/88; established double indemnity life insurance for employees killed in the line of duty; $80.70 per month health insurance for singles below 70 years of age and $33 for those age 70 and above effective 7/1/87 and increasing to $85.58 and $35.90 respectively on 7/1/89; $192.50 per month family health insurance for employees below 70 years of age and $107.41 for those age 70 and above effective 7/1/88 and increasing to 205.22 and $113.90 respectively on 7/1/89; first listing.
State employees (professional social services) Ohio Ohio Health Care Employees (Ind.)—1,700	5 percent 6/1/86	3-year agreement negotiated 4/24/86 also provided: terms similar to professional health care listing above; first listing.
Teachers Hamilton County, TN National Education Association (Ind.)—1,100	6 percent 7/1/86	3-year agreement negotiated 5/86 also provided: wage and benefit reopenings on both 7/1/87 and 7/1/88; established dental care reimbursements on 2/86 as follows: employees reimbursed at the rate of 80 percent for up to $250 dental expenses; and 50 percent for expenses of $250 to $1,000; see CWD June 1985.
Indiana University (maintenance employees) Bloomington, IN State, County and Municipal Employees—1,500	6 percent 7/1/86	2-year agreement negotiated 6/86 also provided: wage reopening on 7/1/87; see CWD Aug. 1985.
Board of Education (teachers) Elgin, IL Elgin Teachers Association (Ind.)—1,400	6 percent 8/19/86	Deferred increase negotiated 8/26/85 (CWD Nov. 1985).
Teachers Rockford, IL National Education Association (Ind.)—1,900	6.5 percent 7/1/86	On 5/27/86 under a scheduled wage reopening of a 3-year agreement scheduled to expire on 6/30/87, the parties extended the agreement for one additional year and also provided: 4 percent wage increase on 6/30/87; $750,000 major medical insurance (was $250,000); see CWD July 1985.
Larger Minneapolis hotels (formerly listed as part of "Minneapolis Hotels and Motels") Minneapolis, MN, area Hotel Employees and Restaurant Employees—1,000	2 percent 10/1/86	3-year agreement negotiated 7/3/86 also provided: 2½ percent on 5/1/87 and 2½ percent on 5/1/88; 21 cents hour (was 19 cents) to pension fund effective 5/1/87, increasing to 24 cents on 5/1/88; $50 week (was $35 week) sickness and accident, increasing to $60 on 5/1/87; see CWD May 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Teachers Hennepin County, MN American Federation of Teachers—950	3.75 percent 8/25/86	Deferred increase negotiated 12/6/85 (CWD Feb. 1986).
Teachers Davenport, IA National Education Association (Ind.)—1,300	4.9 percent 7/1/86	1-year agreement negotiated 4/86 also provided $500 increase in beginning teachers' salary; see CWD Aug. 1985.
Board of Education (teachers) Omaha, NE National Education Association (Ind.)—2,400	7.3 percent 8/21/86	Deferred increase negotiated 6/85 (CWD Nov. 1985).
Teachers and related professionals Madison, WI Madison Teachers Incorporated (NEA-I)—1,700	6.55 percent 8/20/86	Deferred increase negotiated 11/85 (CWD Feb. 1986).
Board of Education (noninstructional) Wichita, KS Service Employees International —1,150	4.5 percent 7/1/86	Negotiated in 5/86 under a scheduled reopening of a 2-year agreement scheduled to expire on 6/30/87; first listing.
Teachers Phoenix, AZ National Education Association (Ind.)—1,100	4 percent 7/1/86	1-year agreement negotiated 6/86 also established a program for teachers to explore ways of retaining student enrollment—if successful teachers will receive 3 percent bonus (based on salary); see CWD Aug. 1985.
Teachers Tucson, AZ National Education Association (Ind.)—2,900	4.5 percent 7/1/86	3-year agreement ratified 4/86 also provided: wage reopenings on 3/1/87 and 3/1/88; eliminated first four steps on the salary schedule; student contact time for grades 1-3 increased to 320 minutes per school year (was 285); maximum class size of 37 students at high school level effective 7/1/86, decreasing to 36 on 7/1/87 and 35 on 7/1/88; 450-1 student counselor ratio reduced to 425-1; $1,000 per year employer payment to health insurance—if slated amount is not used employees can use excess for dental care or their dependent can use excess for heath care; see CWD Aug. 1984.
Teacher aides and clerical employees Tucson, AZ State, County and Municipal Employees (formerly represented by National Education Assocation-Ind.)—1,200	4.5 percent 7/1/86	2-year agreement negotiated 6/30/86 also provided: wage reopening on 3/1/87; 30 cents non-specific shift differential (was 25 cents); 5 cents added to longevity payments; $1,100 per year employer payment to health insurance—if full amount is not used employees can use excess for dental care or their dependent can use for health care; established layoff protection provision; see CWD Aug. 1984.
Teachers Portland, OR Various independent associations (NEA-Ind.)—3,000	5.1 percent 7/1/86	3-year agreement ratified 6/1/87 also provided: 4.5 percent wage increase on 7/1/87 and 3.5 to 6.5 percent (contingent on change in Portland, Oregon, Washington CPI) on 7/1/88; orthodontic coverage added to health insurance on 10/1/87; first listing.
Fairview Hospital Training Center Salem, OR State, County and Municipal Employees—1,200	3 percent 7/1/86	Deferred increase negotiated 3/12/86 (CWD June 1986).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Affilated Hospitals of San Francisco (registered nurses) San Francisco, CA California Nurses Assn. (Ind.)—2,000	4 percent 8/9/86	Deferred increase negotiated 8/7/85 (CWD Oct. 1985).
Kaiser Permanente (registered nurses at six medical facilities) Southern California United Nurses Assn. of California—4,500	$300 lump sum to top nurses, 2 percent and $250 lump to all others 4/1/86	3-year agreement negotiated 7/11/86 also provided: 2 percent of gross earnings on 4/1/87 in either lump sum or general wage increase depending on local labor market; 3 percent of gross earnings on 4/1/88 in either lump sum or general increase dependent on local market; benefit levels maintained except for $150,000 training fund for displaced RNs effective 1/1/87; see CWD Apr. 1985.
Alliance of Motion Picture and Televesion Producers Los Angeles, CA Theatrical State Employees and basic craft unions—30,000	$1.00 8/1/86	Deferred increase negotiated 9/20/85 (CWD Oct. 1985).
Teachers Chula Vista, CA Various Independent Associations (NEA-I)—1,200	7.27 percent 7/1/86	3-year agreement negotiated early in 9/85 (but not effective until expiration of previous agreement on 6/30/86), also provided: potential wage changes during 2d and 3d year of the contract (contingent on appropriated State funds); 184-day school year (was 181); 14.5 percent increase effective 7/1/86 employer payment to health plan (was $2,800 per year for employee); first listing.
Board of Education (non-certificated) Compton, CA California School Employees Association (Ind.)—1,400	4 percent retroactive to 7/1/85	1-year agreement negotiated 4/1/86 also provided: 4 percent wage increase effective 7/1/86; see CWD Dec. 1985.
Teachers San Juan, CA National Education Association (Ind.)—2,350	See next column 12/13/85	29-month agreement negotiated 12/13/85 replaced previous contract which would have expired on 6/30/86 and provided: 7.9 percent wage increase retroactive to 9/2/85 and 7.2 percent on 7/1/86; $1,188 employer paid health insurance per year per employee (was $1,080); see CWD Jan. 1985.
PUBLIC ADMINISTRATION		
State employees Rhode Island State, County, and Municipal Employees—10,500	3 percent 7/1/86	3-year negotiated 6/20/86 also provided: 2 percent effective 1/1/87, 5½ percent 7/1/87, and 5½ percent 7/1/88; State pays cost for retiree's individual Blue Cross coverage; see CWD July 1985.
State workers (paraprofessional health care) Connecticut Various—7,500	5 percent 7/1/86	3-year agreement negotiated 6/20/86 also provided: 5 percent effective 7/1/87 and 4 percent 7/1/88; no recent listing.
Judicial court employees (non-professional) Hartford, CT State, County and Municipal Employees—1,300	5 percent 6/20/86	3-year agreement negotiated 6/23/86 also provided: 5 percent wage increase on 6/19/87; wage and benefit reopening on 7/1/88; 30 cent week-end differential: (was 26) effective 7/4/86 increasing to 32 cents on 7/3/87; 45 cents nonspecific shift differential effective 7/3/87 (was 40); $12,000 tuition fund (was $13,000); $3,000 conference fund (was $2,000); established job evaluation team to study jobs and recommend salary changes; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
Police Suffolk County, NY Suffolk County Patroimen's Benevolent Association (Ind.)—2,250	6 percent retroactive to 1/1/86	3-year agreement negotiated 6/24/86 also provided: 6 percent wage increase on 1/1/87 and 5.8 percent on 1/1/88; 9.25 percent non-specific shift differential (was 9); $750 year per employee county contribution to health fund (was $675) increasing to $800 on 1/1/87 and $850 on 1/1/88; employees discontinuing coverage under existing health plan will receive $1,000 for family coverage or $500 for single; prior approval for moonlighting needed for employees hired after 1/1/86; drug testing permitted, with limitations; first listing.
County employees (general) Rensselaer County, NY State, County, and Municipal Employees—1,400	1.5 percent 7/1/86	Deferred increase negotiated 4/8/86 (CWD June 1986).
State workers (blue collar unit) New Jersey International Federation of Professional and Technical Employees—8,000	6 percent 9/13/86	3-year agreement negotiated 6/20/86 also provided: 5 percent effective both 9/13/87 and 9/13/88; $35 for eye examination vision care benefits (was $25) and $35 for eyeglasses (was $25); no recent listing.
State employees (health care and rehabilitation services unit) New Jersey State, County, and Municipal Employees—10,000	6 percent 10/13/86	3-year agreement negotiatd 6/20/86 also provided: 5 percent effective both 10/1/87 and 10/1/88; $35 per examination vision care benefits (was $25) and $35 eyeglasses (was $25); see CWD Jan. 1985.
State employees (first level supervisors) Pennsylvania State, County, and Municipal Employees—4,500	33 cents or 3 percent, whichever is greater 7/1/86	Deferred increase negotiated 7/12/85 (CWD June 1986).
City employees (firefighters) Baltimore, MD International Association of Firefighters—1,700	4.25 percent 7/1/86	2-year agreement negotiated 3/86 also provided: 4.1 percent wage increase on 7/1/87; see CWD July 1985.
City employees (police) Baltimore, MD Fraternal Order of Police—2,600	4.25 percent 7/1/86	2-year agreement negotiated 5/28/86 also provided: 4.1 percent wage increase effective 7/1/87; non-specific shift differential applicable to all employees (previously restricted to select groups); improvement in optical coverage; see CWD July 1985.
City employees (blue collar) Baltimore, MD State, County, and Municipal Employees—7,200	4.25 percent 7/1/86	2-year agreement negotiated 6/23/86 also provided: 4 percent effective 7/1/87; see CWD July 1985.
City employees (white collar) Baltimore, MD State, County, and Municipal Employees—5,000	4.25 percent 7/1/86	2-year agreement negotiated 6/23/86 also provided: 4 percent effective 7/1/87; see CWD July 1985.
City employees (general) Memphis, TN State, County, and Municipal Employees—1,900	3 percent 7/1/86	Deferred increase negotiated 4/1/86 (CWD June 1986).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
Firefighters Memphis, TN International Association of of Firefighters—1,250	3 percent 7/1/86	Deferred increase negotiated 4/7/86 (CWD June 1986).
Police Memphis, TN Memphis Police Association —1,100	3 percent 7/1/86	Deferred increase negotiated 4/15/86 (CWD June 1986).
State workers (human services unit) Florida State, County, and Municipal Employees—12,000	5 percent or $600, whichever is greater 7/1/86	1-year agreement negotiated 6/13/86 under wage reopening provision of 6/85 contract also provided: 3 to 5 percent merit increase to be applied to base rate schedule on employee's hiring anniversary date; see CWD Aug. 1985.
State workers (professional unit) Florida State, County, and Municipal Employees—15,000	5 percent or $600, whichever is greater 7/1/86	1-year agreement negotiated 6/13/86 under wage reopening provision of 6/85 contract also provided: 3 to 5 percent merit increase to be applied to base rate schedule on employee's hiring anniversary date; see CWD Aug. 1985.
State employees (law enforcement) Florida Police Benevolent Association (Ind.)—2,850	5 percent 7/1/86	On 6/86 under a scheduled wage reopening of a 2-year agreement scheduled to expire on 6/30/87 the parties modified the agreement to include: 5 percent merit increase on the employees anniversary date; see CWD Jan. 1986.
State workers (operational services unit) Florida State, County, and Municipal Employees—14,000	5 percent or $600, whichever is greater	1-year agreement negotiated 6/13/86 under wage reopening provision of 6/85 contract also provided: 3 to 5 percent merit increase to be applied to base rate schedule on employee's hiring anniversary date; see CWD Aug. 1985.
State employees (inspectors and regulatory) Ohio State, County, and Municipal Employees—3,200	4.1 percent plus $450 lump sum payment 7/1/86	3-year agreement negotiated 7/86 also provided: 4.1 percent wage increases on 7/1/87 and 7/1/88 and $399 lump-sum payment on 10/1/88; additional paid holiday, employee's birthday; $80.70 per month health insurance for singles below 70 years of age and $33.90 for those age 70 and over effective 7/1/87, increasing to $85.58 and $35.90, respectively, on 7/1/89; $192.50 month family health insurance for employees below 70 years of age and $107.41 for those age 70 and over effective 7/1/88, increasing to $205.22 and $113.90, respectively, on 7/1/89; first listing.
State employees (engineers and scientists) Ohio State, County and Municipal Employees—1,800	4.1 percent plus $450 lump sum bonus 7/1/86	3-year agreement negotiated 7/86 also provided: terms similar to "inspectors and regulatory" listing above; first lisitng.
State employees (custodial, laundry and food services) Ohio State, County and Municipal Employees—2,000	4.1 percent plus $450 lump sum payment 7/1/86	3-year agreement negotiated 7/86 also provided: 4.1 percent wage increases on 7/1/87 and 7/1/88 and $300 lump-sum bonus effective 10/1/88; additional paid holiday, employees birthday; $80.70 per month health insurance for singles below 70 years of age and $33.90 for those above effective 7/1/87, increasing to $85.58 and $35.90 respectively on 7/1/89; $192.50 month family health insurance for employees below 70 years of age $107.41 for those age 70 and above effective 7/1/88, increasing to $205.22 and $113.90 respectively, on 7/1/89; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
State employees (institutional security) Ohio State, County and Municipal Employees—3,400	4.1 percent plus $450 lump sum payment 7/1/86	3-year agreement negotiated 7/86 also provided: terms similar to custodial, laundry and food service, listing above; first listing.
City employees (general) Toledo, OH State, County and Municipal Employees—1,200	3.8 percent 6/1/86	Negotiated in 6/86 under a scheduled wage reopening of a 3-year agreement scheduled to expire on 12/31/87; first listing.
State employees (professionals) Illinois State, County and Municipal Employees—2,900	2 percent for employees at top of wage scale 7/1/86	3-year agreement negotiated 5/13/86 also provided: terms similar to paraprofessionals listing above; first listing.
State employees (paraprofessionals) Illinois State, County and Municipal Employees—2,000	2 percent for employees at top of pay scale 7/1/86	3-year agreement negotiated 5/13/86 also provided: across-the-board wage increases of 4 percent on 10/1/86, 4.5 percent on 7/1/87 and 5 percent on 7/1/88; effective 10/1/86, established an employer-paid dental plan to include dependent coverage which will be completely phased in during 3d year of contract; first listing.
State employees (corrections) Illinois State, County and Municipal Employees—4,350	2 percent for employees at top of wage scale 7/1/86	3-year agreement negotiated 5/13/86 also provided: terms similar to paraprofessionals listing above; first listing.
State employees (clerical workers) Illinois State, County, and Municipal Employees—10,200	See next column 7/1/86	3-year agreement negotiated 6/86 provided 2 percent increase for those at the top of the scale, 4 percent across-the-board 10/1/86, 4.5 percent 7/1/87, and 5 percent 7/1/88; dental plan established with dependent coverage phased in by third contract year; see CWD July 1982.
State employees (mental health workers) Illinois State, County, and Municipal Employees—8,400	See next column	3-year agreement negotiated 6/86 provided: 2 percent increase for those at the top of the scale, 4 percent across-the-board 10/1/86, 4.5 percent 7/1/87, and 5 percent 7/1/88; dental plan established with dependent coverage phased in by third contract year; no recent listing.
City employees (blue-collar) Chicago, IL Teamsters (Ind.)—2,150	See next column 2/86	3-year agreement negotiated 2/86 also provided: wage increases of 4 percent retroactive to 5/15/85, 5 percent on 1/1/86, and 4 percent on 1/1/87; first listing.
City workers (white collar employees) Chicago, IL State, County, and Municipal Employees—7,500	4 percent retroactive to 5/15/85	2-year agreement ratified by Chicago City Council 2/86 also provided: 5 percent effective 1/1/86 and 4 percent on 1/1/87; first listing.
Firefighters Los Angeles, CA International Association of Firefighters—2,000	4 percent 7/1/86	Deferred increase negotiated 3/27/86 (CWD June 1986).
City employees (white collar) San Diego, CA State, County, and Municipal Employees	5 percent 7/1/86	1-year agreement negotiated 5/86 also provided: $1,400 per year city contribution to "cafeteria plan"; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
City employees (blue-collar) San Diego, CA State, County and Municipal Employees—1,700	5 percent 7/1/86	2-year agreement negotiated 5/86 also provided: 5 percent wage increase effective 7/1/87; see CWD Nov. 1985.

Table 1. Work stoppages involving 1,000 workers or more, 1947 to date[1]

Month and year	Number of stoppages: Beginning in month or year	Number of stoppages: In effect during month or year	Workers involved: Beginning in month or year (thousands)	Workers involved: In effect during month or year (thousands)	Days idle: Number (thousands)	Days idle: Percent of estimated working time[2]
1947	270	-	1,629	-	25,720	
1948	245	-	1,435	-	26,127	0.22
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,180	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1,031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,567	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981	145	-	729	-	16,908	.07
1982	96	-	656	-	9,061	.04
1983	81	-	909	-	17,461	.08
1984	62	-	376	-	8,499	.04
1985	54	-	324	-	7,079	.03
1985: January	2	9	4.7	16.0	278.3	.01
February	4	10	29.3	39.6	259.3	.01
March	4	12	15.2	48.2	698.5	.03
April	3	6	6.2	14.8	222.1	.01
May	2	8	6.9	15.1	236.6	.01
June	2	8	15.7	28.5	454.3	.02
July	9	13	50.1	56.9	476.5	.02
August	6	18	15.3	66.8	810.8	.04
September	11	20	69.5	93.9	863.8	.04
October	6	20	76.6	119.3	1,428.8	.06
November	3	13	26.2	47.0	686.2	.04
December	2	9	8.2	38.0	661.9	.03
1986p: January	4	7	7.6	12.0	170.0	.01
February	3	7	24.0	28.4	309.5	.02
March	3	9	12.3	39.7	390.6	.02
April	4	9	7.2	18.7	321.5	.02
May	6	11	29.7	42.3	314.6	.02
June	11	16	199.1	207.0	3,707.4	.07
July	11	21	42.0	58.2	855.8	.04

---

[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time: private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in " 'Total Economy' Measure of Strike Idleness," *Monthly Labor Review*, October 1968, pp. 54-56.

p = preliminary.

Table 2. Work stoppages involving 1,000 workers or more during July 1986

Organization involved and location [1]	Beginning date	Ending date	Number of workers[2]	Days of idleness during July
Watsonville Canning and Frozen Food Warehouse and Robert A. Shaw [3] Watsonville, CA Teamsters (Ind.)	9/9/85		1,000	22,000
Disneyland Hotels Anaheim, CA Hotel and Restaurant	3/2/86		1,100	24,200
Appalachian Regional Hospitals (9) West VA and KY Steelworkers	4/1/86	7/2/86	1,700	3,400
Sunstrand Corporation Rockland and Belvedere, IL Auto Workers	5/26/86	7/6/86	1,100	4,400
City of Philadelphia Philadelphia, PA State, County and Municipal Employees	7/1/86	7/21/86	13.400	198,600
City of Detroit Detroit, MI State, County and Municipal Employees	7/16/86	8/3/86	7,000	84,000
Boise Cascade Corporation Rumford, ME Paperworkers	7/1/86		1,200	26,400
Ormet Corporation Hannibal, OH Steelworkers	7/1/86		1,500	33,000
Container Corporation of America Clarksville, IN Paperworkers	7/14/86	7/19/86	1,600	8,000
Ford Motor Company Hapeville, GA Auto Workers	7/19/86		3,000	27,000
Hayes International Corporation Birmingham, AL Auto Workers	7/21/86		2,100	18,900
LTV Corporation East Chicago, IN Steelworkers	7/25/86	7/30/86	4,000	16,000
FMC Corporation Minneapolis, MN Auto Workers	7/28/86		1,400	5,600
James River Corporation Kalamazoo, MI Paperworkers	7/24/86		1,800	10,800
Pacific Maritime Association Long Beach, CA Longshoremen	7/2/86	7/7/86	5,000	20,000
Aluminum Company of America Interstate Steelworkers and Aluminum Workers	6/1/86		[4] 3,500	112,500
Construction Chicago, IL Plasterers	6/2/86	7/1/86	61,800	1,800
Toledo Edison Company Toledo, OH Electrical (IBEW)	6/2/86	7/18/86	1,100	15,400

See footnotes at end of table.

Table 2. Continued—Work stoppages involving 1,000 workers or more during July 1985

Organization involved[1] and location	Beginning date	Ending date	Number of workers[2]	Days of idleness during July
Weyerhaeuser Company Portland, OR and Tacoma, WA Woodworkers and Machinists	6/16/86	7/30/86	1,000	138,000
Scott Paper Company Mobile, AL Paperworkers	6/21/86		2,400	52,800
Construction[5] Seattle, WA Painters	6/24/86		1,500	7,500
Stoppages beginning in July:	11 stoppages		42,000	
Stoppages in effect in July:	21 stoppages		58,200	855,800

---

[1] Labor organizations are affiliated with AFL-CIO except where noted as independent (Ind.).

[2] The number of workers involved is rounded to the nearest hundred.

[3] Robert A. Shaw settled 2/18.

[4] The 7,000 Steelworkers and 4,500 Aluminum Workers returned to work by 7/7/86, after settling on 7/2/86. At Massena, NY and Warrick, IN, 3,500 Aluminum Workers remained out over local issues.

[5] Employees returned to work on June 26 to complete a project. Union reports that it will resume the stike in near future.

Major Agreements Expiring in September

Industry or activity	Employer and location	Labor organization[1]	Number of workers
Private			
Construction	Northeastern States Boilermakers Employers (Interstate)	Boilermakers	1,500
	Western States Field Construction agreement (Interstate)	Boilermakers	5,300
	National Electrical Contractors Association, South Florida Chapter (Florida)	Electrical Workers (IBEW)	1,150
Food products	A.E. Staley Mfg. Co. (Decatur, IL)	Industrial Workers	1,300
	Fluid milk and ice cream companies (California)	Teamsters (Ind.)	1,200
Textiles	Textile dyeing, printing, and finishing companies (Interstate)	Clothing and Textile Workers	3,400
Paper	Federal Paper Board Co., Inc. (Riegelwood, NC)	Paperworkers	1,200
Chemicals	Hercules Inc. (Radford, VA)	Oil, Chemical and Atomic Workers	2,200
Primary metals	American Steel Foundries (Interstate)	Steelworkers	1,000
	CF&I Steel Corp. (Pueblo, CO)	Steelworkers	1,600
	Weirton Steel Corp. (West Virginia)	Independent Steelworkers Union (Ind.)	8,000
	Universal-Cyclops, Specialty Steel Division (Pennsylvania)	Steelworkers	1,100
	Atlantic Steel Co. (Atlanta, GA)	Steelworkers	1,000
	Interlake Inc. (Riverdale, IL)	Steelworkers	1,200
	Al Tech Specialty Steel Corp. (New York)	Steelworkers	1,750
Machinery	Dresser Industries Inc., Dresser Clark Division (Olean, NY)	Steelworkers	1,400
	Lufkin Industries Inc. (Lufkin, TX)	Various unions	1,800
	Rheem Manufacturing Co. (Fort Smith, AR)	Steelworkers	1,200
Electrical products	Whirlpool Corp. (Fort Smith, AR)	Industrial Workers	3,500
	Amana Refrigeration, Inc. (Amana, IA)	Machinists	1,500
	Magic Chef, Inc. (Cleveland, TN)	Molders	1,000
Transportation equipment	General American Transportation Corp. (Interstate)	Steelworkers	1,000
	Borg-Warner Corp., Warner Gear Division (Muncie, IN)	Auto workers	1,600
Water transportation	New York Shipping Association (Interstate)	Longshoremen's Association	8,500
	Philadelphia Marine Trade Association (Pennsylvania)	Longshoremen's Association	2,250
	Steamship Trade Association of Baltimore (Maryland)	Longshoremen's Association	4,500
	Hampton Roads Maritime Association (Virginia)	Longshoremen's Association	2,500
	New Orleans Steamship Association (Louisiana)	Longshoremen's Association	3,200
	West Gulf Maritime Association (Texas and Louisiana)	Longshoremen's Association	5,000
	South Atlantic Employers Negotiating Committee (North Carolina and Florida)	Longshoremen's Association	3,250
	Mobile Steamship Association (Alabama)	Longshoremen's Association	1,000
	Southwest Florida Employers Association (Florida)	Longshoremen's Association	1,100
Air transportation	Republic Airlines, mechanics, related personnel, stock clerks (Interstate)	Machinists	2,500
Utilities	Consumer Power Co. (Jackson, MI)	Utility Workers	4,700
Retail trade	Waldbaum, Food-A-Rama, and three others (New York, NY)	Retail, Wholesale, and Department Store	18,000
	Giant Food Stores (Washington, DC)	Food and Commercial Workers	7,000
	Safeway Food Stores (Washington, DC)	Food and Commercial Workers	5,000
	Giant Food Stores (Baltimore, MD)	Food and Commercial Workers	3,000
	Safeway Food Stores (Baltimore, MD)	Food and Commercial Workers	1,400
Real estate	Building Managers Association (Chicago, IL)	Service Employees	6,000
	Apartment Owners Advisory Council (Westchester, NY)	Service Employees	3,500
Hotels	Hotel Association of Washington, DC (Washington, DC)	Hotel Employees and Restaurant Employees	6,000
Services	American Protective Services, Inc. (California)	International Union of Security Officers (Ind.)	2,800
Amusements	Walt Disney Productions, Disneyland (Anaheim, CA)	Various unions	1,850

See footnote at end of table.

Continued—Major Agreements Expiring in September

Industry or activity	Employer and location	Labor organization[1]	Number of workers
Educational services	Albert Einstein College of Medicine (New York, NY)	Retail, Wholesale, and Department Store	1,300
Public			
Education	Arkansas: Little Rock Board of Education, teachers	Education Association (Ind.)	1,100
	California: Compton Board of Education, classified employees	State Employees Association	1,400
General government	Florida: Jacksonville general unit	State, County and Municipal Employees	3,000
	St. Petersburg blue-collar unit	Firemen and Oilers	1,050
Social services	Michigan: State Mental Health Institutional unit	State, County and Municipal Employees	6,900
Fire protection	Texas: San Antonio Fire Department	Fire Fighters	1,100
Law enforcement	San Antonio Police Department	Police Association	1,050

[1] Affiliated with AFL-CIO except where noted as independent (Ind.).

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars are current earnings adjusted for price changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance, and Social Security.

The index covers all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981 = 100), for most of the current series. Compensation indexes begin in December 1979 for white-collar, blue-collar, and service workers, for goods-producing and service-producing industries, for manufacturing and nonmanufacturing, and for workers by bargaining status and by area size. Within the bargaining status series, compensation data for goods-producing and service-producing industries and for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during the reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those deferred from earlier negotiations, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for compensation). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Data relate to the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective date of

agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while compensation changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover or establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.32	$8.57
1977 dollars	5.18	5.25	5.29[r]	5.14	4.89	4.83	4.83	4.89	4.91	4.88
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	175.45	189.00	203.70	219.91	235.10	255.20	267.26	280.70	292.86	299.09
1977 dollars	186.85	189.00	189.31	183.41	172.74	170.13	168.09	171.26	172.78	170.42
Indexes										
Average hourly compensation:										
All persons, business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	119.1	131.5	143.7	154.9	161.5	168.1	175.3
1977 dollars	98.7	100.0	100.8	99.4	96.7	95.7	97.3	98.2	98.1	98.8
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	118.7	130.0	143.3	154.4	161.1	167.4	173.9
1977 dollars	98.0	100.0	100.8	99.1	96.3	95.5	97.0	98.0	97.6	98.0
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.3	165.2
1977 dollars	99.0	100.0	100.5	97.4	93.5	92.6	93.4	94.8	94.6	94.1

[1] Production or nonsupervisory workers.

r = revised.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1985						1986						
	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Junep	Julyp
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$8.52	$8.52	$8.67	$8.64	$8.66	$8.71	$8.72	$8.74	$8.73	$8.72	$8.72	$8.71	$8.70
1977 dollars	4.85	4.84	4.91	4.88	4.87	4.89	4.88	4.91	4.93	4.94	4.92	4.89	–
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	299.05	299.90	303.45	301.54	301.37	306.59	302.58	300.66	302.93	301.71	302.58	303.98	303.63
1977 dollars	170.11	170.30	171.83	170.36	169.59	172.05	169.32	168.82	171.05	170.94	170.85	170.78	–
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	164.6	164.7	166.7	166.2	167.0	168.2	167.9	168.6	168.5	168.4	168.7	168.8	168.6
1977 dollars	93.6	93.5	94.4	93.9	94.0	94.4	94.0	94.6	95.2	95.4	95.2	94.8	–
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$8.55	$8.59	$8.62	$8.63	$8.65	$8.70	$8.68	$8.71	$8.73	$8.72	$8.73	$8.75	$8.73
1977 dollars	4.87	4.88	4.89	4.88	4.87	4.88	4.84	4.89	4.93	4.94	4.94	4.92	–
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	297.54	299.79	300.84	301.19	301.02	303.63	303.80	303.98	304.68	303.46	303.80	303.63	302.06
1977 dollars	169.44	170.43	170.74	170.45	169.49	170.20	169.72	170.58	171.94	171.93	171.83	170.87	–
Indexes													
Average hourly compensation (quarterly data):													
All persons, business sector:													
Current dollars (1977 = 100)	–	176.4	–	–	178.0	–	–	179.1	–	–	180.3	–	–
1977 dollars	–	99.1	–	–	99.0	–	–	99.2	–	–	100.3	–	–
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	–	174.7	–	–	176.2	–	–	177.6	–	–	178.5	–	–
1977 dollars	–	98.1	–	–	98.0	–	–	98.4	–	–	99.3	–	–
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	165.0	165.5	166.4	166.2	166.8	167.7	167.3	168.2	168.5	168.4	168.7	169.2	169.0
1977 dollars	94.2	93.9	94.1	94.4	94.0	93.9	94.0	93.5	94.4	95.1	95.4	95.2	–

[1] Production or nonsupervisory workers.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars											
Average hourly earnings, private nonfarm economy	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.32	$8.57
Mining	5.95	6.46	6.94	7.67	8.49	9.17	10.04	10.77	11.28	11.63	11.98
Contract construction	7.31	7.71	8.10	8.66	9.27	9.94	10.82	11.63	11.94	12.13	12.31
Manufacturing	4.83	5.22	5.68	6.17	6.70	7.27	7.99	8.49	8.83	9.19	9.53
Transportation and public utilities	5.88	6.45	6.99	7.57	8.16	8.87	9.70	10.32	10.79	11.12	11.40
Wholesale trade	4.73	5.03	5.39	5.88	6.39	6.96	7.56	8.09	8.55	8.89	9.16
Retail trade	3.36	3.57	3.85	4.20	4.53	4.88	5.25	5.48	5.74	5.85	5.94
Finance, insurance and real estate	4.06	4.27	4.54	4.89	5.27	5.79	6.31	6.78	7.29	7.63	7.94
Services	4.02	4.31	4.65	4.99	5.36	5.85	6.41	6.92	7.31	7.59	7.89
Indexes, 1977 = 100											
Hourly Earnings Index, private nonfarm economy[1]	86.7	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.3	165.2
Mining	85.4	92.5	100.0	112.2	122.9	134.2	148.2	158.9	166.7	173.8	178.9
Contract construction	90.3	95.1	100.0	106.7	114.1	121.9	132.0	141.2	145.6	148.1	150.4
Manufacturing	85.9	92.5	100.0	108.3	117.6	129.4	141.9	152.4	157.9	162.8	168.6
Transportation and public utilities	84.3	92.2	100.0	108.2	116.8	127.2	139.4	148.8	156.6	161.7	166.3
Wholesale trade	87.7	93.3	100.0	109.1	118.6	129.0	139.9	149.7	158.2	164.4	169.0
Retail trade	87.0	92.7	100.0	109.1	117.7	127.2	137.0	143.4	150.2	153.2	155.6
Finance, insurance, and real estate	89.2	94.0	100.0	107.6	116.0	127.0	138.1	148.3	158.7	165.7	171.8
Services	86.5	92.9	100.0	107.4	115.1	125.5	137.3	147.9	156.0	161.8	168.2

[1] Production or nonsupervisory workers.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1985						1986						
	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Junep	Julyp
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$8.52	$8.52	$8.67	$8.64	$8.66	$8.71	$8.72	$8.74	$8.73	$8.72	$8.72	$8.71	$8.70
Mining	11.92	11.99	12.05	12.00	12.07	12.27	12.24	12.32	12.35	12.43	12.44	12.51	12.42
Contract construction	12.21	12.28	12.46	12.42	12.28	12.47	12.34	12.35	12.22	12.29	12.33	12.31	12.33
Manufacturing	9.55	9.49	9.57	9.56	9.63	9.74	9.70	9.70	9.72	9.70	9.71	9.70	9.72
Transportation and public utilities	11.37	11.42	11.54	11.48	11.59	11.61	11.59	11.64	11.62	11.55	11.54	11.57	11.62
Wholesale trade	9.14	9.12	9.22	9.16	9.23	9.33	9.28	9.36	9.33	9.29	9.29	9.33	9.32
Retail trade	5.90	5.88	5.98	5.95	5.97	5.99	6.03	6.04	6.03	6.01	6.00	5.99	5.97
Finance, insurance, and real estate	7.88	7.91	8.04	8.01	8.06	8.15	8.14	8.28	8.30	8.29	8.31	8.37	8.29
Services	7.80	7.82	7.99	7.99	8.05	8.12	8.12	8.17	8.18	8.12	8.10	8.10	8.05
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	164.6	164.7	166.7	166.2	167.0	168.2	167.9	168.6	168.5	168.4	168.7	168.8	168.6
Mining	178.9	178.8	179.4	178.8	180.1	181.7	180.9	180.5	180.1	181.2	181.1	181.5	181.1
Contract construction	149.5	150.5	152.5	151.9	149.7	151.7	150.0	149.7	148.3	149.9	150.7	150.5	150.5
Manufacturing	169.1	168.6	169.3	169.3	170.2	171.3	171.4	171.6	171.9	172.2	172.5	172.2	172.6
Transportation and public utilities	165.2	166.1	168.6	167.7	169.5	170.1	169.3	170.3	169.8	169.0	169.1	169.7	169.6
Wholesale trade	168.5	168.3	170.2	169.1	170.3	172.2	171.1	172.4	171.9	171.3	171.4	172.1	172.1
Retail trade	154.9	154.8	157.0	156.0	156.2	157.0	157.3	157.7	157.7	157.8	157.9	157.7	157.6
Finance, insurance, and real estate	170.7	171.4	174.0	173.2	174.3	176.2	175.8	178.8	179.2	178.9	179.3	180.4	174.3
Services	166.7	167.2	170.5	170.1	171.4	172.8	172.7	173.8	174.0	173.1	173.2	173.3	172.6
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$8.55	$8.59	$8.62	$8.63	$8.65	$8.70	$8.68	$8.71	8.73	$8.72	$8.73	$8.75	$8.73
Mining[2]	11.92	11.99	12.05	12.00	12.07	12.27	12.24	12.32	12.35	12.43	12.44	12.51	12.42
Contract construction	12.29	12.32	12.35	12.33	12.34	12.40	12.25	12.29	12.23	12.34	12.38	12.43	12.42
Manufacturing	9.54	9.57	9.58	9.61	9.63	9.68	9.65	9.68	9.70	9.68	9.72	9.71	9.71
Transportation and public utilities	11.39	11.43	11.49	11.47	11.52	11.56	11.56	11.62	11.65	11.58	11.62	11.63	11.63
Wholesale trade	9.15	9.17	9.20	9.19	9.24	9.30	9.22	9.34	9.36	9.27	9.29	9.36	9.33
Retail trade	5.93	5.94	5.98	5.96	5.97	6.02	5.99	5.99	6.01	5.99	5.99	6.00	6.00
Finance, insurance, and real estate[2]	7.88	7.91	8.04	8.01	8.06	8.15	8.14	8.28	8.30	8.29	8.31	8.37	8.29
Services	7.88	7.93	7.97	7.98	8.02	8.05	8.05	8.11	8.16	8.11	8.12	8.17	8.13
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	165.0	165.5	166.4	166.2	166.8	167.7	167.3	168.2	168.5	168.4	168.7	169.2	169.0
Mining[2]	178.9	178.8	179.4	178.8	180.1	181.7	180.9	180.5	180.1	181.2	181.1	181.5	181.1
Contract construction	149.9	150.3	150.7	150.4	150.3	151.2	149.7	149.7	149.2	150.6	151.0	151.4	151.0
Manufacturing	169.0	169.4	169.5	169.7	170.2	171.0	170.7	171.3	171.8	171.4	172.5	172.4	172.5
Transportation and public utilities	166.2	166.6	167.9	167.4	168.5	169.1	168.6	169.6	170.2	169.3	170.1	170.9	170.6
Wholesale trade[2]	168.5	168.3	170.2	169.1	170.3	172.2	171.1	172.4	171.9	171.3	171.4	172.1	172.1
Retail trade	155.3	155.7	156.8	156.4	156.6	157.5	157.0	157.3	157.4	157.3	157.2	157.6	157.9
Finance, insurance, and real estate[2]	170.7	171.4	174.0	173.2	174.3	176.2	175.8	178.8	179.2	178.9	179.3	180.4	179.3
Services	167.7	168.9	169.8	169.9	170.9	171.6	171.7	173.1	174.0	173.1	173.4	174.3	173.6

[1] Production or nonsupervisory workers.

[2] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1984				1985				1986	
	I	II	III	IV	I	II	III	IV	I	IIp
Average hourly compensation:										
All persons, business sector	3.8	3.8	4.6	4.2	3.9	4.5	4.4	4.4	3.9	3.3
All employees, nonfarm business sector:										
Current dollars	3.5	3.7	4.3	4.1	3.9	4.2	3.9	3.8	3.6	3.0
1977 dollars	−1.0	−0.6	0.1	0.1	0.3	0.5	0.5	0.2	0.5	1.3
Average hourly earnings, private nonfarm economy[1]	4.2	4.1	4.0	3.4	3.2	3.1	2.8	3.0	2.8	2.3
Mining[2]	3.5	3.7	3.2	2.0	2.7	2.7	2.8	4.1	3.5	4.3
Contract construction	1.1	1.8	1.7	1.4	1.8	1.3	1.4	1.4	−.1	
Manufacturing	4.3	4.1	4.0	3.8	4.0	4.1	3.6	3.5	2.7	2.1
Transportation and public utilities	3.1	2.9	3.4	2.4	2.5	2.4	2.5	2.8	2.9	2.3
Wholesale trade	5.1	4.9	4.9	4.3	3.3	3.4	2.7	2.6	2.7	1.8
Retail trade	3.4	2.7	1.9	1.8	1.3	1.3	1.7	1.8	1.8	1.4
Finance, insurance, and real estate[2]	4.9	4.5	4.9	4.0	4.0	4.0	3.8	4.5	5.0	5.5
Services	4.7	4.5	4.5	4.2	4.0	4.0	3.9	4.1	4.3	3.6
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	3.6	3.5	3.4	3.1	3.1	3.1	3.0	3.0	2.8	2.5
1977 dollars	−.1	5	−.1	−.4	−.5	−1.0	−.2	−.2	.0	1.3
Mining[2]	4.3	4.6	4.4	3.9	3.8	3.1	2.4	2.4	1.4	1.5
Contract construction	1.6	2.0	1.7	1.3	2.0	1.5	1.4	1.4	−.3	.6
Manufacturing	2.8	3.2	3.4	3.3	3.7	3.8	3.6	3.3	2.7	2.4
Transportation and public utilities	3.5	3.3	3.4	2.9	2.6	2.7	2.8	3.0	3.1	2.8
Wholesale trade	5.2	4.8	4.7	4.2	3.1	3.1	2.5	2.4	2.5	1.7
Retail trade	3.6	2.8	1.9	1.7	1.3	1.2	1.7	1.8	1.8	1.5
Finance, insurance, and real estate[2]	4.7	4.4	4.6	3.6	3.4	3.5	3.5	4.2	4.8	5.1
Services	4.6	4.4	4.4	4.0	3.8	3.9	3.8	4.1	4.5	3.7
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	5.7	5.1	4.7	3.5	2.5	2.2	2.0	2.4	2.7	1.8
1977 dollars	1.9	2.0	1.1	−.1	−1.0	−1.9	−1.1	.6	−.2	.6

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1983		1984				1985				1986	
	III	IV	I	II	III	IV	I	II	III	IV	I	IIp
Average hourly compensation:												
All persons, business sector	1.6	5.3	5.7	2.8	4.6	3.8	4.2	5.1	4.4	3.8	2.5	2.7
All employees, nonfarm business sector:												
Current dollars	2.1	4.6	4.9	3.2	4.3	4.1	3.9	4.4	3.2	3.6	3.1	2.1
1977 dollars	-2.0	0.4	-0.2	-0.4	0.5	0.4	0.6	0.3	0.6	-0.7	1.6	3.9
Average hourly earnings, private nonfarm economy[1]	3.4	5.2	4.0	3.6	3.3	2.7	3.0	3.2	2.2	3.5	2.2	1.2
Mining[2]	3.0	3.8	6.2	1.7	.9	-.7	8.9	1.9	1.3	4.3	6.4	5.2
Contract construction	.7	2.4	1.7	2.7	.6	.9	3.1	.5	1.0	1.2	-3.2	4.2
Manufacturing	3.9	5.1	4.5	3.1	4.2	4.0	4.8	3.4	2.4	3.2	1.5	1.1
Transportation and public utilities	.7	5.0	3.0	2.7	2.8	1.7	2.6	2.5	3.1	2.8	3.3	0.0
Wholesale trade	4.6	6.4	3.7	3.2	4.1	3.6	2.2	3.4	1.5	3.1	2.8	0.0
Retail trade	4.3	3.3	1.6	1.8	.7	2.1	.7	1.6	2.5	2.3	.9	-.2
Finance, insurance and real estate[2]	1.8	7.5	6.8	2.1	3.7	3.9	6.4	2.2	2.7	6.7	8.6	4.1
Services	4.1	4.8	4.4	4.5	3.9	3.9	3.7	4.4	3.8	4.6	4.6	1.3
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	2.9	4.3	3.6	3.0	2.8	3.1	3.4	3.0	2.4	3.2	2.7	1.8
1977 dollars	-1.1	.9	.8	1.2	-3.2	-.4	.6	-.9	.1	-.6	1.4	4.4
Mining[2]	5.1	4.5	5.0	3.8	4.2	2.7	4.4	1.3	1.1	2.6	.7	1.8
Contract construction	.2	2.4	3.3	2.4	.7	.9	3.8	.5	.5	.8	-2.8	4.1
Manufacturing	2.2	3.5	3.9	3.2	3.4	3.6	4.6	3.6	2.5	2.4	2.3	2.4
Transportation and public utilities	1.5	4.9	3.9	2.6	3.1	2.4	2.4	2.9	3.4	3.3	2.8	1.6
Wholesale trade[2]	4.8	6.3	4.5	2.5	3.5	3.9	2.6	2.5	.9	3.6	3.1	-.5
Retail trade	4.0	3.5	1.4	1.9	.4	1.9	.9	1.8	2.2	2.3	1.0	.4
Finance, insurance, and real estate[2]	2.3	6.9	6.7	2.1	3.0	3.1	5.5	2.5	2.9	6.1	8.0	3.6
Services	4.3	5.2	3.2	4.2	3.7	3.9	3.4	4.7	3.3	4.9	5.0	1.6
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	4.2	6.8	5.6	4.0	2.1	2.0	1.9	2.8	1.4	3.5	3.0	-.7
1977 dollars	.2	3.5	2.3	2.2	-3.8	-1.5	-.9	-1.1	-.9	.4	1.7	1.9

[1] Production or nonsupervisory workers.
[2] Computed from data that are not seasonally adjusted.
[3] Less than .05 percent

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.
p = preliminary.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985						1986						
	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Junep	Julyp
Average hourly earnings, private nonfarm economy[1]	2.5	3.0	2.9	3.0	2.9	3.1	2.8	2.7	2.7	2.3	2.3	2.1	2.1
Mining[2]	2.5	3.1	2.8	3.1	3.8	4.8	3.2	3.5	3.7	4.1	4.7	4.1	4.2
Contract construction	1.1	1.4	1.6	1.4	1.4	1.6	.2	-.2	-.3	.4	.7	1.1	1.1
Manufacturing	3.8	3.7	3.5	3.6	3.3	3.5	2.7	2.7	2.6	2.0	2.3	1.9	1.8
Transportation and public utilities	2.0	2.6	2.9	2.6	2.9	2.8	2.8	3.0	3.0	2.3	2.6	2.0	2.1
Wholesale trade	2.6	2.9	2.6	2.5	2.7	2.5	2.6	2.8	2.7	1.8	1.8	2.0	2.0
Retail trade	1.4	1.5	2.2	1.7	1.2	2.4	1.9	1.7	1.9	1.5	1.2	1.4	1.2
Finance, insurance, and real estate[2]	3.5	4.4	3.5	4.4	4.4	4.6	4.6	5.1	5.3	5.5	5.9	5.2	5.2
Services	3.4	4.3	4.0	4.2	4.2	4.0	4.1	4.2	4.6	3.8	3.6	3.3	3.2
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	2.7	3.1	3.1	3.0	3.0	3.1	2.8	2.8	2.9	2.6	2.6	2.4	2.4
1977 dollars	-1.1	.1	.5	.1	-.3	-.4	-.9	-.1	1.0	1.4	1.4	1.0	–
Mining	2.5	2.7	2.0	2.3	2.2	2.7	1.9	1.1	1.3	1.4	1.8	1.4	1.3
Contract construction	1.1	1.5	1.7	1.5	1.2	1.5	.2	-.4	-.5	.2	.5	1.1	.7
Manufacturing	3.7	3.6	3.4	3.2	3.3	3.3	2.7	2.7	2.7	2.5	2.5	2.2	2.1
Transportation and public utilities	2.4	2.8	3.2	2.6	3.2	3.2	2.9	3.2	3.3	2.6	3.0	2.7	2.6
Wholesale trade	2.3	2.7	2.4	2.3	2.4	2.4	2.4	2.6	2.5	1.7	1.7	1.8	2.1
Retail trade	1.2	1.7	2.2	1.9	1.4	2.1	2.0	1.8	1.7	1.6	1.3	1.5	1.7
Finance, insurance, and real estate	3.1	4.1	3.3	4.1	4.2	4.4	4.4	5.0	5.2	5.1	5.5	4.8	5.1
Services	3.4	4.1	4.0	4.0	4.3	3.9	4.2	4.4	4.7	3.9	3.8	3.3	3.5
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	1.6	2.4	2.0	2.7	2.0	2.5	2.8	2.7	2.4	2.1	1.8	1.5	1.5
1977 dollars	-2.1	-.6	-.6	-.2	-1.3	-1.0	-.8	-.2	.5	1.0	.6	.1	–

[1] Production or nonsupervisory workers.
[2] Computed from data that are not seasonally adjusted.
[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985						1986						
	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Junep	Julyp
Average hourly earnings, private nonfarm economy¹	2.6	2.6	2.8	2.6	2.8	3.1	3.1	2.8	2.6	2.1	1.9	1.2	1.2
Mining²	1.0	1.5	2.4	1.0	3.2	4.2	5.4	5.6	5.0	7.3	6.2	3.9	3.0
Contract construction	1.0	0.0	1.3	.7	.8	1.8	-.6	-.5	-1.9	.2	.6	.5	2.8
Manufacturing	3.0	3.0	2.8	2.5	2.8	3.2	2.3	2.3	2.5	1.5	1.9	.6	1.2
Transportation and public utilities	2.5	2.7	3.2	2.7	3.4	2.8	3.0	3.4	2.8	1.9	1.7	1.2	1.2
Wholesale trade	3.6	1.8	2.0	1.8	2.4	2.6	1.5	3.7	3.5	1.7	1.1	1.3	2.4
Retail trade	1.7	1.7	2.7	2.0	1.7	3.4	2.0	1.7	1.0	1.0	.7	-.7	.3
Finance, insurance, and real estate²	2.6	.8	4.1	3.9	5.4	4.8	6.7	9.6	6.6	7.1	6.3	5.5	3.7
Services	3.9	3.9	4.4	4.4	4.6	3.6	4.4	4.6	4.8	3.3	2.5	3.0	2.0
Hourly Earnings Index:¹													
Private nonfarm economy:													
Current dollars	2.7	2.3	3.1	2.4	2.9	3.1	2.9	3.3	2.6	2.7	2.3	1.7	2.0
1977 dollars	-.7	-.9	.4	(³)	-3	-.5	-1.0	.7	1.5	2.9	3.2	2.5	-
Mining²	1.5	.4	1.8	.1	2.4	3.1	2.3	1.9	.8	2.5	1.1	-.2	.3
Contract construction	.8	-.1	.8	.1	.1	1.8	-1.3	-.8	-1.9	.4	1.0	.3	1.8
Manufacturing	3.4	3.1	2.6	2.3	2.4	2.7	2.1	2.3	2.7	2.7	2.6	1.7	2.1
Transportation and public utilities	2.8	2.8	3.8	3.0	3.9	3.2	2.9	3.6	2.7	2.3	2.0	2.2	2.4
Wholesale trade²	1.7	.3	3.1	.8	2.1	3.8	3.1	5.0	1.9	2.6	1.3	-.1	1.1
Retail trade	1.8	1.5	2.6	2.1	1.7	3.0	2.3	2.0	.7	1.2	.9	.1	1.1
Finance, insurance, and real estate²	2.7	1.2	4.1	3.5	5.2	4.7	6.1	8.9	6.2	6.7	5.8	4.8	4.0
Services	3.7	3.8	4.5	4.0	4.8	3.4	4.8	5.0	4.9	3.8	2.9	3.2	2.3
Average weekly earnings, private nonfarm economy:¹													
Current dollars	1.5	2.6	2.3	2.6	1.7	3.1	4.3	2.8	2.6	1.5	1.9	0.0	-1.1
1977 dollars	-2.0	-.6	-.4	.2	-1.5	.5	.3	.2	1.4	1.7	2.8	.8	-

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than -0.05.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 9. Employment Cost Index by occupation and industry group[1]

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986
Civilian workers[2]	126.4	130.6	131.5	0.7	1.1	0.7	4.6	4.1	4.0
Workers, by occupational group									
White-collar workers	128.3	133.1	134.2	.8	1.1	.8	5.1	4.6	4.6
Blue-collar workers	123.1	126.2	126.8	.7	1.0	.5	3.8	3.3	3.0
Service occupations	128.0	133.1	133.7	.2	1.0	.5	4.8	4.1	4.5
Workers, by industry division									
Goods-producing[1]	123.9	126.9	128.1	.6	1.1	.9	4.2	3.0	3.4
Manufacturing	124.6	127.7	128.7	.6	1.3	.8	4.6	3.1	3.3
Service-producing[2]	127.9	132.9	133.7	.8	1.1	.6	4.8	4.7	4.5
Services	132.6	138.8	139.4	.5	1.2	.4	5.7	5.2	5.1
Health services	–	–	–	.5	1.2	1.0	–	3.6	4.1
Public administration	130.3	136.8	138.0	.2	1.5	.9	5.3	5.1	5.9
Nonmanufacturing	127.2	131.9	132.8	.8	1.0	.7	4.6	4.5	4.4
Private industry workers	125.2	128.9	129.9	.8	1.1	.8	4.2	3.8	3.8
Workers, by occupational group									
White-collar workers	127.1	131.3	132.5	1.0	1.2	.9	4.7	4.4	4.2
Blue-collar workers	122.8	125.7	126.3	.7	1.0	.5	3.7	3.1	2.9
Service occupations	126.5	130.9	131.1	.2	1.1	.2	4.4	3.6	3.6
Workers, by industry division									
Goods-producing[1]	123.8	126.7	127.8	.7	1.1	.9	4.2	3.0	3.2
Service-producing[2]	126.4	130.8	131.6	1.0	1.1	.6	4.2	4.5	4.1
State and local government workers	132.0	138.9	139.7	.2	1.0	.6	6.1	5.5	5.8
Workers, by occupational group									
White-collar workers	132.9	140.0	140.5	.3	1.0	.4	6.3	5.7	5.7
Blue-collar workers	128.5	134.7	136.3	.3	1.5	1.2	5.1	5.2	6.1
Workers, by industry division									
Services	133.2	140.4	140.8	.3	.9	.3	6.6	5.7	5.7
Hospitals and other services[3]	131.5	136.8	137.9	.3	1.2	.8	4.6	4.3	4.9
Health services	–	–	–	.1	.8	1.0	–	4.2	5.1
Schools	133.7	141.5	141.7	.2	.9	.1	7.2	6.1	6.0
Elementary and secondary	134.6	143.0	143.2	.1	.7	.1	7.1	6.4	6.4
Public administration	130.3	136.8	138.0	.2	1.5	.9	5.3	5.1	5.9

– Data not available.

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

[3] Includes, for example, library, social, and health services.

WAGES AND SALARIES

Table 10. Employment Cost Index for wages and salaries only, by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986
Civilian workers[2]	124.2	128.3	129.3	0.9	1.0	0.8	4.5	4.2	4.1
Workers, by occupational group									
White-collar workers	126.4	131.2	132.4	1.0	1.1	.9	5.0	4.8	4.7
Blue-collar workers	120.5	123.4	124.1	1.0	.9	.6	3.8	3.4	3.0
Service workers	125.3	129.8	130.0	.4	.9	.2	4.6	4.0	3.8
Workers, by industry division									
Goods-producing[1]	121.5	124.4	125.6	1.0	1.1	1.0	4.3	3.4	3.4
Manufacturing	122.3	125.3	126.5	1.1	1.2	1.0	4.7	3.6	3.4
Service-producing[2]	125.8	130.7	131.5	.9	1.0	.6	4.6	4.8	4.5
Services	130.5	136.4	137.0	.6	1.2	.4	5.4	5.2	5.0
Health services	–	–	–	.7	1.1	.7	–	3.4	3.4
Public administration	127.2	133.8	134.6	.2	1.4	.6	4.9	5.4	5.8
Nonmanufacturing	125.0	129.6	130.4	.9	.9	.6	4.4	4.6	4.3
Private industry workers	123.3	126.8	127.9	1.1	1.0	.9	4.3	3.9	3.7
Workers, by occupational group									
White-collar workers	125.5	129.6	131.1	1.2	1.0	1.2	4.7	4.5	4.5
Blue-collar workers	120.3	123.1	123.7	1.0	.9	.5	3.8	3.4	2.8
Service occupations	124.4	128.0	128.0	.5	1.1	.0	4.3	3.4	2.9
Workers, by industry division									
Goods-producing[1]	121.4	124.2	125.4	1.0	1.1	1.0	4.3	3.3	3.3
Service-producing[2]	124.8	129.0	129.9	1.1	.9	.7	4.3	4.5	4.1
State and local government workers	128.7	135.5	136.0	.2	1.0	.4	5.5	5.5	5.7
Workers, by occupational group									
White-collar workers	129.6	136.6	137.0	.2	1.0	.3	5.8	5.6	5.7
Blue-collar workers	124.5	130.4	131.9	.2	1.6	1.2	4.1	5.0	5.9
Workers by industry division									
Services	129.7	136.8	137.1	.2	.9	.2	5.9	5.7	5.7
Hospitals and other services[3]	128.0	132.4	133.3	.2	1.1	.7	4.0	3.7	4.1
Health services	–	–	–	.1	.7	.7	–	3.7	4.3
Schools	130.2	138.0	138.2	.2	.7	.1	6.5	6.2	6.1
Elementary and secondary	131.1	139.4	139.4	.2	.6	.0	6.6	6.6	6.3
Public administration	127.2	133.8	134.6	.2	1.4	.6	4.9	5.4	5.8

– Data not available.

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

[3] Includes, for example, library, social, and health services.

Table 11. Employment Cost Index for wages and salaries, private industry workers, by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986
Private industry workers	125.2	128.9	129.9	0.8	1.1	0.8	4.2	3.8	3.8
Excluding sales workers	125.5	129.1	130.0	.8	1.2	.7	4.1	3.7	3.6
Workers, by occupational group									
White-collar occupations	127.1	131.3	132.5	1.0	1.2	.9	4.7	4.4	4.2
Excluding sales workers	128.1	132.2	133.4	1.1	1.4	.9	4.5	4.3	4.1
Professional specialty and technical	–	–	–	–	1.1	.7	–	–	–
Executive, administrative, and managerial	–	–	–	–	1.6	1.1	–	–	–
Administrative support, including clerical	–	–	–	–	1.3	.8	–	–	–
Blue-collar occupations	122.8	125.7	126.3	.7	1.0	.5	3.7	3.1	2.9
Precision production, craft, and repair	–	–	–	–	1.3	.5	–	–	–
Machine operators, assemblers, and inspectors	–	–	–	–	1.0	.5	–	–	–
Transportation and material moving	–	–	–	–	.6	.7	–	–	–
Handlers, equipment cleaners, helpers, and laborers	–	–	–	–	.6	.3	–	–	–
Service occupations	126.5	130.9	131.1	.2	1.1	.2	4.4	3.6	3.6
Workers, by industry division									
Goods-producing[1]	123.8	126.7	127.8	.7	1.1	.9	4.2	3.0	3.2
Construction	–	–	–	1.1	.3	1.6	–	2.8	3.3
Manufacturing	124.6	127.7	128.7	.6	1.3	.8	4.6	3.1	3.3
Durables	–	–	–	–	1.2	.5	–	–	–
Nondurables	–	–	–	–	1.3	1.3	–	–	–
Service-producing[2]	126.4	130.8	131.6	1.0	1.1	.6	4.2	4.5	4.1
Transportation and public utilities	–	–	–	.9	1.3	.2	–	4.0	3.4
Tranportation	–	–	–	.8	2.0	-.2	–	4.3	3.2
Public utilities	–	–	–	.8	.3	.5	–	3.7	3.4
Wholesale and retail trade	–	–	–	1.7	.6	.9	–	4.2	3.4
Retail trade	–	–	–	1.4	.4	.8	–	4.3	3.6
Finance, insurance, and real estate	–	–	–	-.2	.9	.8	–	4.3	5.3
Services	–	–	–	.8	1.5	.6	–	4.9	4.7
Health services	–	–	–	.7	1.2	.5	–	3.5	3.3
Nonmanufacturing	125.6	129.7	130.6	1.0	1.0	.7	4.1	4.3	4.0

– Data not available.

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

Table 12. Employment Cost Index for wages and salaries, private industry workers, by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986
Private industry workers	123.3	126.8	127.9	1.1	1.0	0.9	4.3	3.9	3.7
Excluding sales workers	123.9	127.3	128.2	1.1	1.1	.7	4.4	3.9	3.5
Workers, by occupational group									
White-collar occupations	125.5	129.6	131.1	1.2	1.0	1.2	4.7	4.5	4.5
Excluding sales workers	127.1	131.1	132.4	1.2	1.3	1.0	4.7	4.4	4.2
Professional specialty and technical	128.7	132.7	134.0	.8	.9	1.0	4.0	3.9	4.1
Executive, administrative, and managerial	126.5	130.5	132.1	2.2	1.6	1.2	6.1	5.4	4.4
Sales	117.4	122.4	124.3	.9	–.1	1.6	4.9	5.2	5.9
Administrative support, including clerical	125.6	129.6	130.8	.7	1.3	.9	4.1	3.9	4.1
Blue-collar occupations	120.3	123.1	123.7	1.0	.9	.5	3.8	3.4	2.8
Precision production, craft, and repair	122.0	125.3	125.7	1.0	1.2	.3	4.0	3.7	3.0
Machine operators, assemblers, and inspectors	120.1	122.6	123.6	1.0	.8	.8	3.7	3.1	2.9
Transportation and material moving	115.7	118.0	118.9	1.0	.2	.8	2.7	3.1	2.8
Handlers, equipment cleaners, helpers, and laborers	118.5	120.0	120.3	1.5	.2	.3	3.9	2.8	1.5
Service occupations	124.4	128.0	128.0	.5	1.1	.0	4.3	3.4	2.9
Workers, by industry division									
Goods-producing[1]	121.4	124.2	125.4	1.0	1.1	1.0	4.3	3.3	3.3
Construction	116.6	118.3	119.8	1.0	.3	1.3	2.3	2.4	2.7
Manufacturing	122.3	125.3	126.5	1.1	1.2	1.0	4.7	3.6	3.4
Durables	122.0	124.8	125.8	1.2	1.1	.8	4.6	3.5	3.1
Nondurables	122.6	126.1	127.9	.8	1.2	1.4	4.7	3.7	4.3
Service producing[2]	124.8	129.0	129.9	1.1	.9	.7	4.3	4.5	4.1
Transportation and public utilities	122.8	126.3	126.6	.9	.9	.2	2.9	3.8	3.1
Tranportation	–	–	–	1.0	1.0	–.1	–	3.6	2.5
Public utilities	–	–	–	.7	.5	.8	–	4.0	4.1
Wholesale and retail trade	121.1	124.5	125.8	1.9	.6	1.0	4.4	4.8	3.9
Wholesale trade	126.8	129.7	131.2	2.5	1.1	1.2	5.7	4.9	3.5
Retail trade	118.9	122.5	123.7	1.7	.5	1.0	3.9	4.8	4.0
Finance, insurance, and real estate	121.7	126.6	128.0	–.2	.1	1.1	4.1	3.8	5.2
Services	131.0	136.2	136.9	.8	1.6	.5	5.1	4.8	4.5
Health services	–	–	–	.9	1.2	.8	–	3.3	3.2
Nonmanufacturing	123.9	127.7	128.7	1.1	.9	.8	4.1	4.2	3.9

– Data not available.

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

Table 13. Employment Cost Index, private industry workers, by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986
Workers, by bargaining status									
Union	125.5	128.4	128.7	0.6	1.0	0.2	3.1	2.9	2.5
Goods-producing[1]	123.9	126.4	126.7	.2	1.0	.2	2.9	2.3	2.3
Service-producing[2]	128.0	131.6	131.9	1.0	1.1	.2	3.6	3.9	3.0
Manufacturing	124.2	127.0	126.9	.0	1.2	-.1	3.1	2.3	2.2
Nonmanufacturing	126.6	129.7	130.4	1.0	.9	.5	3.1	3.5	3.0
Nonunion	125.0	129.0	130.2	1.0	1.2	.9	4.9	4.2	4.2
Goods-producing[1]	123.5	126.7	128.2	.9	1.3	1.2	5.5	3.5	3.8
Service-producing[2]	125.8	130.4	131.4	.9	1.1	.8	4.4	4.6	4.5
Manufacturing	124.8	128.1	129.7	1.0	1.4	1.2	5.9	3.6	3.9
Nonmanufacturing	125.1	129.5	130.4	1.0	1.1	.7	4.4	4.5	4.2
Workers, by region									
Northeast	126.4	131.6	133.3	1.0	1.3	1.3	4.7	5.2	5.5
South	125.2	128.7	129.6	.8	1.2	.7	3.7	3.6	3.5
Midwest (formerly North Central)	122.7	125.9	126.2	.6	1.0	.2	4.1	3.2	2.9
West	127.9	130.8	131.6	.9	.8	.6	4.7	3.2	2.9
Workers, by area size									
Metropolitan areas	125.7	129.5	130.5	.8	1.1	.8	4.2	3.8	3.8
Other areas	122.5	125.5	126.4	.9	1.3	.7	4.3	3.4	3.2

---

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table 14. Employment Cost Index for wages and salaries, private industry workers, by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986
Workers, by bargaining status									
Union	123.0	125.6	126.1	1.1	0.7	0.4	3.4	3.2	2.5
Goods-producing [1]	121.3	123.4	124.1	1.1	.6	.6	3.5	2.8	2.3
Service-producing [2]	125.7	129.0	129.3	1.2	9	.2	3.1	3.9	2.9
Manufacturing	121.7	124.2	124.6	1.1	.7	.3	3.9	3.2	2.4
Nonmanufacturing	124.1	126.9	127.4	1.1	.8	.4	2.8	3.3	2.7
Nonunion	123.4	127.3	128.5	1.1	1.1	.9	4.8	4.3	4.1
Goods-producing [1]	121.4	124.5	126.1	1.0	1.2	1.3	4.9	3.6	3.9
Service-producing [2]	124.4	128.9	129.9	1.1	.9	8	4.6	4.7	4.4
Manufacturing	122.8	126.1	127.7	1.1	1.4	1.3	5.4	3.8	4.0
Nonmanufacturing	123.6	127.8	128.9	1.1	.9	.9	4.5	4.5	4.3
Workers, by region									
Northeast	124.6	129.2	131.3	1.3	.9	1.6	4.8	5.0	5.4
South	123.4	126.8	127.8	.9	1.1	.8	3.7	3.7	3.6
Midwest (formerly North Central)	121.1	124.2	124.4	1.3	1.1	2	4.4	3.8	2.7
West	125.1	128.1	128.9	.9	.8	.6	4.6	3.3	3.0
Workers, by area size									
Metropolitan areas	123.8	127.4	128.5	1.1	.9	.9	4.4	4.1	3.8
Other areas	120.6	123.6	124.5	.8	1.3	.7	4.0	3.3	3.2

---

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table 15. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending														
	1982	1983				1984				1985				1986	
	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	Ip	IIp
Compensation adjustments:[2]															
First year	3.2	2.6	3.1	2.4	3.4	4.8	4.7	4.2	3.6	3.4	3.4	3.1	2.7	2.3	1.5
Over life of contract[3]	2.8	2.9	3.6	3.0	3.0	3.6	3.5	3.2	2.8	2.6	2.7	2.7	2.8	2.6	2.0
Wage-rate adjustments in-															
All industries															
First year	3.8	3.0	2.7	2.2	2.6	3.5	3.5	3.2	2.4	2.4	2.4	2.4	2.3	2.0	1.7
Contracts with COLA clauses[4]	2.2	1.3	.8	.4	1.9	4.0	4.6	4.5	2.9	2.5	2.3	1.9	1.6	1.6	1.6
Contracts without COLA clauses	7.0	6.0	4.7	3.7	3.3	3.0	2.7	2.3	2.1	2.4	2.4	2.7	2.7	2.2	1.7
Over life of contract[3]	3.6	3.5	3.5	3.2	2.8	3.0	3.1	2.8	2.4	2.3	2.4	2.5	2.7	2.5	2.3
Contracts with COLA clauses	2.1	2.2	2.3	2.2	2.0	2.6	2.9	2.8	1.8	1.3	1.5	1.8	2.5	2.5	2.5
Contracts without COLA clauses	6.6	6.0	4.7	4.1	3.7	3.4	3.2	2.8	2.7	2.8	2.8	3.0	2.8	2.5	2.2
Manufacturing															
First year	2.8	1.5	1.2	.5	.4	2.6	3.0	2.6	2.3	2.1	2.0	1.5	.8	.9	.1
Contracts with COLA clauses	2.3	1.0	.4	-.2	-.7	2.4	3.2	1.5	2.1	2.0	1.9	1.5	.8	.8	.7
Contracts without COLA clauses	6.3	5.4	4.7	2.9	3.2	2.9	2.8	3.7	2.9	2.5	2.2	1.5	.9	.9	-.4
Over life of contracts[3]	2.6	2.2	2.5	2.3	2.1	2.8	3.1	2.8	1.5	1.4	1.5	1.6	1.8	1.8	1.4
Contracts with COLA clauses	2.1	1.8	2.0	1.8	1.4	2.2	2.8	1.8	1.0	.9	1.0	1.4	2.1	2.1	2.0
Contracts without COLA clauses	5.8	5.1	4.6	3.9	3.9	3.7	3.6	3.8	3.3	3.2	3.0	2.4	1.6	1.5	.9
Nonmanufacturing															
First year	4.8	5.0	3.8	3.3	3.8	3.8	3.7	3.3	2.5	2.6	2.7	3.2	3.3	2.8	2.7
Contracts with COLA clauses	1.9	2.4	1.7	1.7	4.4	4.9	5.2	5.4	5.5	5.1	4.3	4.0	3.6	3.5	3.2
Contracts without COLA clauses	7.2	6.2	4.7	3.9	3.3	3.0	2.6	2.1	2.0	2.4	2.5	3.0	3.3	2.7	2.6
Over life of contract[3]	4.7	5.4	4.2	3.9	3.2	3.1	3.0	2.8	2.9	2.8	2.9	3.3	3.3	3.0	2.9
Contracts with COLA clauses	2.1	3.5	3.1	3.1	2.6	2.9	3.0	3.1	4.8	4.0	3.8	3.9	3.6	3.6	3.3
Contracts without COLA clauses	6.9	6.2	4.7	4.1	3.7	3.3	3.0	2.6	2.6	2.7	2.8	3.2	3.3	2.9	2.8
Construction															
First year	6.5	5.2	2.6	1.6	1.5	1.2	.8	.9	.5	.9	1.1	1.0	1.5	1.7	2.4
Contracts with COLA clauses	-1.4	-2.3	-1.2	-.6	-.6	.1	-.4	4.0	4.0	4.6	9.2	–	–	–	.7
Contracts without COLA clauses	6.8	6.0	3.3	2.0	1.9	1.4	.9	.9	.4	.8	1.0	–	–	–	2.5
Over life of contract[3]	6.3	5.4	2.9	2.4	2.4	2.0	1.7	1.4	1.0	1.4	1.7	1.7	2.1	2.2	2.6
Contracts with COLA clauses	-.2	.8	.8	.9	.9	.7	.0	1.4	1.4	1.7	4.6	–	–	–	1.1
Contracts without COLA clauses	6.6	5.9	3.3	2.6	2.6	2.2	1.8	1.4	1.0	1.4	1.7	–	–	–	2.6

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

COLA = Cost of Living Adjustment.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 16. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] by year and quarter

Measure	Annual average						Quarterly average									
							1984				1985				1986	
	1980	1981	1982	1983	1984	1985	I	II	III	IV	I	II	III	IV	Ip	IIp
Compensation adjustments:[2]																
First year	10.4	10.2	3.2	3.4	3.6	2.6	5.1	3.5	2.7	3.7	3.6	3.5	2.0	2.0	.4	.7
Over life of contract[3]	7.1	8.3	2.8	2.8	3.0	2.7	4.7	3.2	3.1	2.0	2.7	3.4	3.0	1.4	1.3	1.6
Wage adjustments in—																
All industries:																
First year	9.5	9.8	3.8	2.6	2.4	2.3	2.8	2.6	2.1	2.3	3.3	2.5	2.0	2.1	1.0	1.3
Contracts with COLA clauses	8.0	8.0	2.2	1.9	2.9	1.6	4.7	1.3	1.5	2.6	2.4	1.5	.5	3.1	2.1	1.7
Contracts without COLA clauses	11.7	10.6	7.0	3.3	2.1	2.7	1.6	2.7	2.1	1.1	3.6	2.8	2.9	1.3	.8	1.2
Over life of contract[3]	7.1	7.9	3.6	2.8	2.4	2.7	3.2	2.7	2.6	1.5	3.2	2.8	3.1	1.9	1.6	2.0
Contracts with COLA clauses	5.0	5.5	2.1	2.0	1.8	2.5	4.4	1.3	1.6	1.3	1.8	2.4	2.6	2.7	2.2	1.9
Contracts without COLA clauses	10.3	8.8	6.6	3.7	2.7	2.8	2.6	2.9	2.7	2.1	3.5	2.9	3.3	1.3	1.5	2.0
Manufacturing:																
First year	7.4	7.2	2.8	.4	2.3	.8	2.5	2.5	2.3	2.2	.8	1.6	.5	.9	.9	-2.3
Contracts with COLA clauses	6.5	6.2	2.3	-.7	2.1	.8	2.7	1.4	.7	2.2	1.4	1.1	.1	1.8	1.4	1.4
Contracts without COLA clauses	10.3	7.6	6.3	3.2	2.9	.9	2.3	3.2	3.8	2.5	.5	2.2	1.1	.1	.7	-3.1
Over life of contract[3]	5.4	6.1	2.6	2.1	1.5	1.8	2.5	2.8	2.5	1.0	1.6	2.3	2.3	.9	1.5	.1
Contracts with COLA clauses	4.4	4.8	2.1	1.4	1.0	2.1	2.4	1.4	1.2	.8	1.1	2.1	2.4	1.6	1.5	1.4
Contracts without COLA clauses	8.9	6.6	5.8	3.9	1.6	3.3	2.6	3.5	3.8	3.5	2.0	2.7	2.1	.4	1.5	-.2
Nonmanufacturing:																
First year	10.9	11.2	4.8	3.8	2.5	3.3	2.9	2.6	2.0	2.5	4.7	2.8	3.6	3.4	1.0	2.5
Contracts with COLA clauses	9.7	8.9	1.9	4.4	5.5	3.6	5.9	1.1	5.0	5.0	5.0	2.1	3.1	4.6	3.5	1.8
Contracts without COLA clauses	12.2	12.1	7.2	3.3	2.0	3.3	2.7	1.9	.6	4.6	4.6	2.9	3.7	2.5	.8	2.7
Over life of contract[3]	8.3	8.8	4.7	3.2	2.9	3.3	3.6	2.7	2.6	2.8	4.0	3.0	3.9	2.9	1.7	2.6
Contracts with COLA clauses	5.7	5.8	2.1	2.6	4.8	3.6	5.5	.9	3.1	4.8	3.5	2.9	4.2	4.0	3.7	2.1
Contracts without COLA clauses	10.8	9.9	6.9	3.7	2.6	3.3	2.6	2.8	2.6	1.7	4.0	3.0	3.9	2.2	1.6	2.7
Construction:																
First year	13.6	13.5	6.5	1.5	.5	1.5	-3.6	1.1	2.0	-2.8	-.8	1.5	2.1	.6	1.8	2.8
Contracts with COLA clauses	13.9	8.8	1.4	-0.6	-	-	-	-	-	-	-	-	-	-	-	-
Contracts without COLA clauses	13.6	14.0	6.8	1.9	-	-	-	-	-	-	-	-	-	-	-	-
Over life of contract[3]	11.5	11.3	6.3	2.4	1.0	2.1	-2.8	1.4	2.1	-.8	.5	2.2	2.3	.6	2.5	2.8
Contracts with COLA clauses	8.8	8.4	-.2	0.9	-	-	-	-	-	-	-	-	-	-	-	-
Contracts without COLA clauses	12.0	11.6	6.6	2.2	-	-	-	-	-	-	-	-	-	-	-	-

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost of Living Adjustment clause.

NNOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 17. Average quarterly effective wage adjustments in agreements covering 1,000 workers or more, 1982–first quarter 1984
(In percent)

Characteristic	Annual average[1]				Quarterly average							
					1984		1985				1986	
	1982	1983	1984	1985	III	IV	I	II	III	IV	Ip	IIp
Total effective adjustments (prorated over all workers)	6.8	4.0	3.7	3.3	1.2	0.7	0.8	0.8	1.2	0.5	0.6	0.7
Source:												
Current settlements	1.7	.8	.8	.7	.3	.3	.1	.2	.2	.2	(²)	.2
Prior agreements	3.6	2.5	2.0	1.8	.7	.2	.6	.5	.6	.2	.4	.6
Cost of living adjustment	1.4	.6	9	.6	.3	.2	.1	.1	.4	.1	.2	(¹)
Industry												
Manufacturing	5.2	2.7	4.3	3.0	1.0	1.1	.9	.6	.8	.5	.8	.3
Nonmanufacturing	7.9	4.8	3.3	3.6	1.3	.4	.7	1.0	1.4	.4	.4	1.0
Nonmanufacturing, excluding construction	7.1	5.0	3.4	3.7	1.4	.6	.9	.7	1.6	.5	.5	.8
Construction	9.7	4.4	2.9	3.0	.9	0.0	.1	1.8	.9	.1	.2	1.6
Transportation and public utilities	7.1	4.4	3.0	3.6	1.5	1.5	.6	.6	2.0	.3	.2	.9
Wholesale and retail trade	6.6	5.1	3.4	3.3	.7	.5	1.0	.8	.8	.7	.9	.6
Services	7.8	7.0	4.9	5.1	2.3	.6	1.7	.9	1.8	.7	1.1	.4
Effective wage adjustment for workers receiving adjustments	7.2	4.7	4.4	4.1	3.6	2.7	2.6	2.5	2.9	1.5	1.9	1.8
Source:												
Current settlements	7.4	2.8	3.0	3.4	3.1	2.5	4.6	3.1	3.0	2.6	.9	2.3
Prior agreements	6.3	5.9	4.0	3.7	3.3	3.1	4.0	3.9	2.6	3.0	3.0	3.4
Cost-of-living adjustment	3.1	2.1	2.7	2.2	1.6	1.3	.5	.9	1.8	.5	.8	-.3
Total number of workers receiving wage change (in millions)	7.9	6.5	6.2	5.6	2.4	1.9	2.0	2.4	2.8	2.1	2.2	2.7
Source:												
Current settlements	1.9	2.3	1.9	1.4	.4	.9	.2	.5	.5	.4	.1	.5
Prior agreements	4.8	3.3	3.7	3.4	1.6	.4	1.0	.9	1.4	.5	.9	1.2
Cost-of-living adjustment	3.8	2.3	2.5	2.3	1.2	1.2	1.0	1.0	1.7	1.3	1.4	1.1
Number of workers not receiving a wage change (in thousands)	.5	1.2	1.1	1.4	4.9	5.5	4.9	4.6	4.1	4.3	4.7	4.2

[1] Between 0 and 0.5 percent.

[2] Between 0 and -0.05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 18. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	October 85	4.6	4.8	4.7	3.5	3.2
Northeast	July 85	5.1	5.1	5.5	3.7	4.7
Albany-Schenectady-Troy	September 85	3.4	7.5	3.1	2.9	3.1
Boston	August 85	5.5	5.0	4.8	4.2	5.5
Buffalo	October 85	4.7	3.9	3.4	3.6	4.4
Hartford	July 85	5.0	5.4	3.7	4.7	3.6
Nassau-Suffolk	August 85	5.6	5.6	2.4	4.7	4.9
Newark	January 86	5.0	6.4	5.2	4.7	3.7
New York	May 86	4.8	3.6	5.4	4.9	3.3
Northeast Pennsylvania	August 85	4.5	5.8	6.4	3.7	2.4
Paterson-Clifton-Passaic	June 85	6.3	4.5	-	5.0	5.9
Philadelphia	November 85	4.5	5.0	3.5	3.5	2.4
Pittsburgh	January 86	3.5	3.7	2.7	1.6	.4
Portland	December 85	4.9	4.9	-	4.6	5.0
Poughkeepsie	September 85	-	-	-	-	-
Poughkeepsie-Kingston-Newburgh	September 84	-	-	-	3.5	2.5
Providence-Warwick-Pawtucket	June 86	4.2	3.9	5.9	3.6	4.0
Trenton	November 85	4.8	4.9	-	3.9	-
Worcester	April 85	4.6	4.4	-	4.6	3.0
York	January 86	3.0	5.8	4.9	3.7	3.1
South	October 85	4.9	5.0	5.4	3.4	2.4
Atlanta	May 86	6.2	6.0	4.1	4.2	4.6
Baltimore	August 85	4.4	4.6	5.6	2.1	3.2
Chattanooga	September 85	4.2	-	-	2.5	1.3
Corpus Christi	July 85	-	-	-	2.9	1.6
Dallas-Fort Worth	December 85	5.3	5.6	5.6	3.1	2.0
Daytona Beach	August 85	-	-	-	-	-
Gainesville	September 85	-	-	-	-	-
Greensboro-Winston-Salem-High Point	August 85	4.2	4.3	6.0	4.7	3.3
Greenville-Spartanburg	June 86	3.5	6.1	5.0	4.5	1.8
Houston	April 86	4.3	3.5	3.0	1.3	2.1
Huntsville	February 86	-	-	-	4.4	6.9
Jackson	January 86	4.7	4.4	-	2.7	1.3
Jacksonville	December 85	4.9	5.1	-	3.4	2.7
Louisville	November 85	4.4	4.1	6.8	3.2	4.0
Memphis	November 85	5.6	5.7	-	3.6	3.0
Miami	October 85	4.8	7.2	-	3.8	1.7
New Orleans	October 85	3.9	5.1	-	2.8	1.6
Norfolk-Virginia Beach-Portsmouth	May 86	4.4	5.6	2.9	1.9	
Oklahoma City	August 85	4.2	4.9	-	4.0	1.1
Richmond	June 86	4.3	8.0	5.6	3.4	2.5
San Antonio	May 85	6.3	5.9	-	4.7	-
Washington	March 85	5.4	5.2	-	4.6	2.5
Midwest	October 85	4.3	4.5	3.7	3.6	3.5
Chicago	March 85	4.6	5.7	5.1	3.4	1.7
Cincinnati	July 85	4.0	4.3	3.7	3.3	3.2
Cleveland	September 85	4.1	4.0	3.8	4.7	1.4
Columbus	October 85	5.2	5.2	4.6	3.2	2.4
Davenport-Rock Island-Moline	February 86	3.3	3.9	4.1	2.8	3.2
Dayton	December 85	4.0	5.2	5.3	2.4	2.6
Detroit	April 85	4.1	3.6	1.2	3.9	3.0
Gary-Hammond-East Chicago	November 85	-	-	2.3	4.0	-
Green Bay	August 85	-	5.7	-	4.7	3.7
Indianapolis	October 85	4.4	4.4	4.6	3.3	3.6
Kansas City	September 85	4.4	7.4	3.1	4.4	3.1
Milwaukee	May 85	4.5	5.6	4.5	3.1	2.3
Minneapolis-St. Paul	January 86	5.3	4.5	5.0	3.2	2.7
Omaha	October 85	4.2	2.5	-	3.4	2.9
Saginaw	November 84	-	-	-	-	5.0
St. Louis	March 85	3.8	3.6	4.8	3.3	2.5

Table 18. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
South Bend	August 85	5.4	3.5	–	3.7	4.4
Toledo	June 86	5.2	3.5	3.7	3.3	2.9
Wichita	April 85	2.5	4.9	1.6	2.6	2.0
West	October 85	4.1	4.5	4.8	3.1	0.2
Anaheim-Santa Ana-Garden Grove	October 85	4.6	4.3	7.2	4.4	2.2
Billings	July 85	4.6	–	–	2.3	3.3
Denver-Boulder	December 85	2.6	3.9	4.2	2.9	.9
Fresno	June 85	4.7	–	–	3.3	–
Los Angeles-Long Beach	October 85	4.5	5.5	6.1	3.3	-1.0
Portland	June 85	4.4	4.5	–	3.2	.7
Sacramento	December 85	4.9	–	–	2.8	–
Salt Lake City-Ogden	November 85	4.2	5.4	–	3.1	2.8
San Diego	December 85	3.9	3.7	3.5	4.2	2.6
San Francisco-Oakland	March 85	4.6	3.3	4.3	3.0	-.1
San Jose	March 85	5.0	4.8	–	3.7	1.7
Seattle-Everett	December 85	9	2.4	–	2.4	4.0

NOTE: Dashes indicate that data are not adequate for publication.

Erratum

Table 13, which appeared in the article, *"Major Collective Bargaining Settlements in Private Industry, 1985,"* in the April 1986 issue, erroneously provided 1984 figures instead of 1985 figures. The correct table follows.

Table 13. First year wage adjustments in settlements reached in 1985 covering 1,000 workers or more

Measure	All industries Percent of workers						
	January-March	April-June	July-September	October-December	January-June	January-September	January-December
All settlements...	100	100	100	100	100	100	100
No change...............	20	26	42	40	24	31	33
Decrease...............	7	4	2	2	5	4	3
Increase...............	73	71	56	58	71	65	63
Percent increase							
Under 2...............	1	5	14	2	4	8	7
2 and under 4..........	16	38	10	27	33	23	24
4 and under 6..........	34	22	27	22	25	26	25
6 and under 8..........	-	5	4	6	3	4	4
8 and over.............	21	2	1	2	6	4	4
Number of workers (in thousands)..........	235	779	716	463	1,014	1,730	2,193
Median adjustment							
Percent...............	4.0	3.8	.6	2.3	3.8	2.8	2.3
Cents per hour.......	35.0	40.0	6.0	28.8	36.5	30.0	29.4
Median increase							
Percent...............	4.9	3.8	4.4	4.0	3.9	4.0	4.0
Cents per hour.......	40.0	50.0	50.7	37.0	50.0	50.0	50.0
Median decrease							
Percent...............	-10.5	-10.4	-4.2	-8.5	-10.4	-10.0	-8.5
Cents per hour.......	-107.5	-106.6	-57.1	-103.5	-107.0	-106.6	-103.5
Mean adjustment							
Percent...............	3.3	2.5	2.0	2.1	2.7	2.4	2.3
Cents per hour.......	38.6	30.0	25.4	23.9	32.0	29.3	28.1
Mean increase							
Percent...............	5.8	4.0	3.8	3.9	4.5	4.2	4.2
Cents per hour.......	68.2	48.6	47.8	44.9	53.2	51.3	50.1
Mean decrease							
Percent...............	-12.4	-9.5	-5.0	-6.9	-10.6	-9.1	-8.8
Cents per hour.......	-148.5	-121.1	-61.2	-83.8	-131.7	-113.0	-108.8
	Manufacturing Percent of workers						
	January-March	April-June	July-September	October-December	January-June	January-September	January-December
All settlements...	100	100	100	100	100	100	100
No change...............	31	45	63	52	40	54	53
Decrease...............	8	1	3	4	3	3	3
Increase...............	61	54	34	44	56	43	43
Percent increase							
Under 2...............	1	1	24	2	1	14	11
2 and under 4..........	33	40	3	39	38	17	23
4 and under 6..........	26	12	7	(1)	16	11	8
6 and under 8..........	-	1	1	1	1	1	1
8 and over.............	-	1	-	1	1	(1)	1

Table 13. Continued—First year wage adjustments in settlements reached in 1985 covering 1,000 workers or more

Measure	Manufacturing Percent of workers						
	January-March	April-June	July-September	October-December	January-June	January-September	January-December
Number of workers (in thousands)	82	172	370	241	254	624	865
Median adjustment							
Percent	2.3	2.0	-	-	2.1	-	-
Cents per hour	25.8	22.3	-	-	22.9	-	-
Median increase							
Percent	3.7	2.4	.6	2.3	3.0	2.3	2.3
Cents per hour	31.0	25.0	6.0	29.4	28.5	25.0	28.8
Median decrease							
Percent	-16.3	-7.5	-4.2	-8.5	-16.3	-7.5	-8.5
Cents per hour	-219.0	-90.0	-57.1	-103.5	-219.0	-90.0	-103.5
Mean adjustment							
Percent	.8	1.6	.5	.9	1.3	.8	.8
Cents per hour	6.3	15.2	5.1	11.4	12.4	8.1	9.0
Mean increase							
Percent	3.5	3.1	1.8	2.7	3.2	2.6	2.6
Cents per hour	39.1	30.5	19.5	34.4	33.5	26.9	29.0
Mean decrease							
Percent	-16.3	-8.6	-5.1	-6.9	-14.3	-9.4	-8.5
Cents per hour	-219.0	-91.6	-57.7	-83.8	-185.7	-117.6	-105.6
	Nonmanufacturing Percent of workers						
	January-March	April-June	July-September	October-December	January-June	January-September	January-December
All settlements	100	100	100	100	100	100	100
No change	13	20	19	27	19	19	20
Decrease	7	4	2	-	5	4	3
Increase	79	76	79	73	76	77	77
Percent increase							
Under 2	1	6	4	1	5	5	4
2 and under 4	7	37	17	14	31	27	25
4 and under 6	39	25	48	44	28	34	36
6 and under 8	-	6	7	11	4	5	6
8 and over	32	2	3	2	8	6	6
Number of workers (in thousands)	154	606	346	223	760	1,106	1,329
Median adjustment							
Percent	4.9	3.8	4.4	4.5	3.8	3.9	3.9
Cents per hour	40.0	50.0	50.7	55.0	50.0	50.0	50.0
Median increase							
Percent	5.1	3.9	5.0	4.5	4.0	4.4	4.5
Cents per hour	50.6	50.0	52.0	57.0	50.0	50.0	50.0
Median decrease							
Percent	-10.0	-10.4	-5.5	-	-10.0	-10.0	-10.0
Cents per hour	-107.0	-106.6	-74.3	-	-107.0	-106.6	-106.6
Mean adjustment							
Percent	4.7	2.8	3.6	3.4	3.2	3.3	3.3
Cents per hour	55.9	34.2	47.1	37.5	38.6	41.2	40.6
Mean increase							
Percent	6.8	4.2	4.7	4.6	4.8	4.7	4.7
Cents per hour	80.1	52.2	60.8	51.6	58.1	58.9	57.8
Mean decrease							
Percent	-10.1	-9.6	-4.9	-	-9.7	-9.0	-9.0
Cents per hour	-107.1	-123.8	-66.7	-	-118.8	-111.0	-111.0

---

[1] Less than 0.5 percent.

Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1985					1986						
	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July
Major bargaining settlements in private industry		x							x	x		
State and local government settlements		x								x		
Employment Cost Index quarterly article		x			x			x			x	
Employment Cost Index historical table										x		
Major work stoppages in 1985								x				
Other articles				x[1]				x[2]				
Index to wage and benefit changes in preceding year							x					

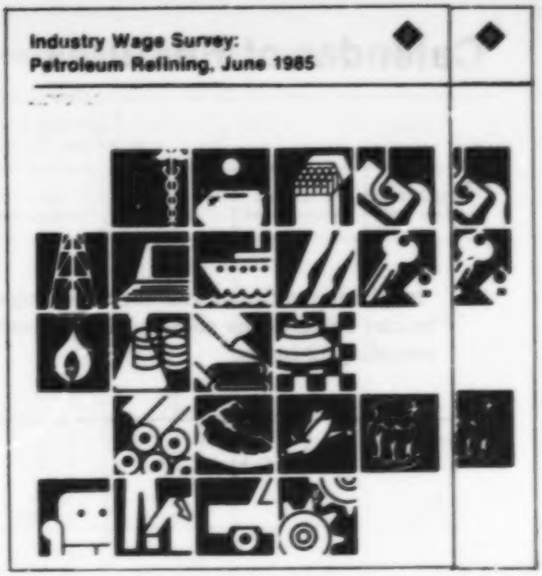
[1] Collective bargaining activity in 1986.

[2] Union membership of employed wage and salary workers.

Now available
from the
Bureau of Labor Statistics

Wage Surveys
for the following industries:

- **Petroleum Refining**
- **Millwork**
- **Certificated Air Carriers**


Industry Wage Survey:
Petroleum Refining, June 1985

Surveys include:

- Results from the latest BLS survey of wages and supplemental benefits.
- Detailed occupational data for the Nation, regions, and selected areas (where available).
- Data useful for wage and salary administration, union contract negotiation, arbitration, and Government policy considerations.

Where to send order:

Bureau of Labor Statistics
Publications Sales Center
P.O. Box 2145
Chicago, Ill. 60690

or

Superintendent of Documents
U.S. Government Printing Office
Washington, D.C. 20402

Order form

Please send:

☐ **Industry Wage Survey: Petroleum Refining, June 1985,** Bulletin 2255, GPO Stock No. 029-001-02892-0. $2.25. Send ______ copies.
☐ **Industry Wage Survey: Millwork, September 1984,** Bulletin 2244, GPO Stock No. 029-001-02858-0. $2. Send ______ copies.
☐ **Industry Wage Survey: Certificated Air Carriers, June 1984,** Bulletin 2241, GPO Stock No. 029-001-02856-3. $2. Send ______ copies.

Total $ ______

☐ Enclosed is a check or money order payable to Superintendent of Documents.
☐ Charge to GPO Deposit Account No. ______
☐ Charge to MasterCard * Account No. ______ Expiration date ______
☐ Charge to VISA * Account No. ______ Expiration date ______

* Acceptable only on orders sent directly to Superintendent of Documents

Name ______
Organization (if applicable) ______
Address ______
City, State, Zip Code ______

U.S. Department of Labor
Bureau of Labor Statistics
Washington, D.C. 20212

Official Business
Penalty for private use, $300

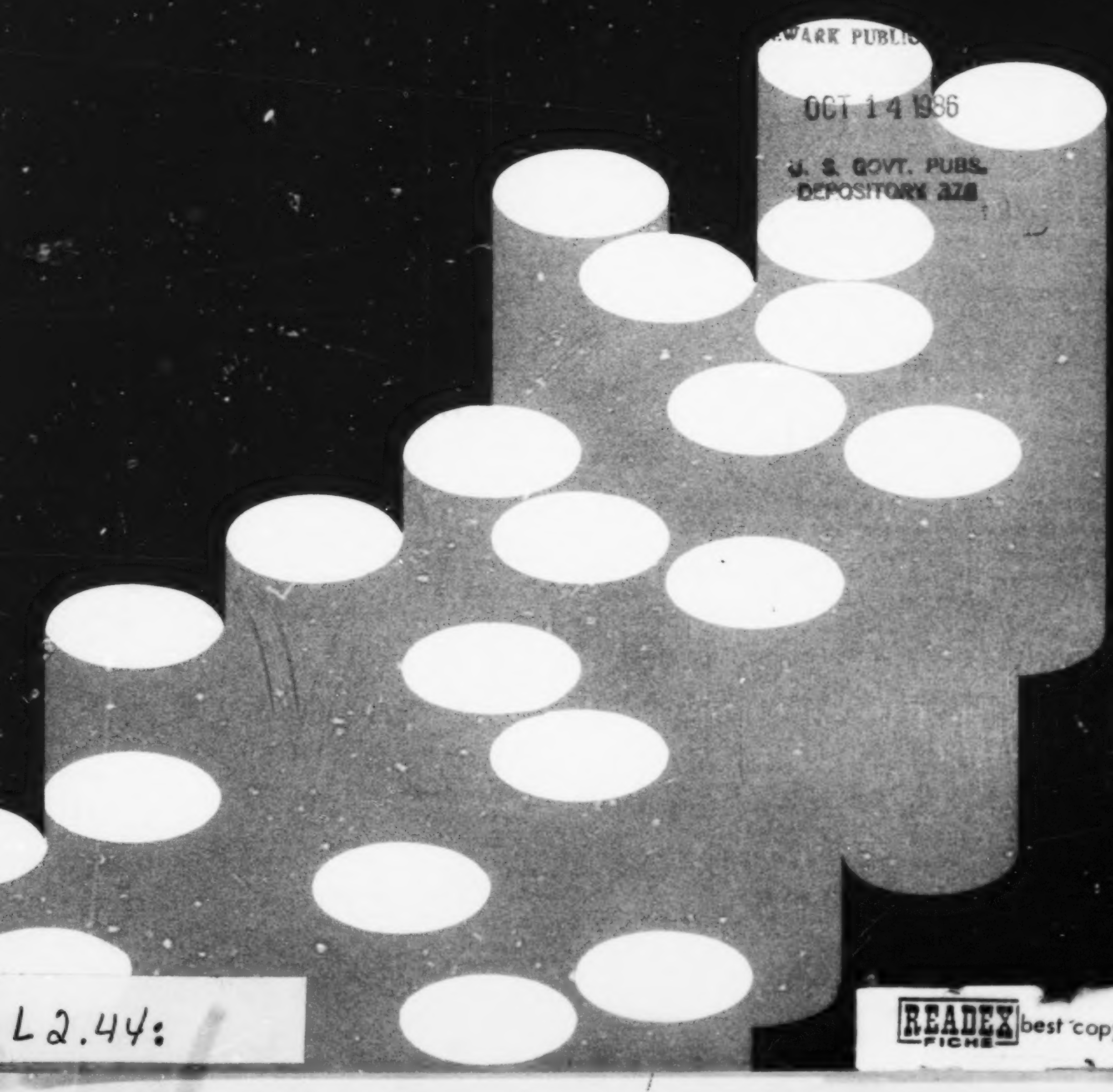
Second-Class Mail
Postage and Fees Paid
U.S. Department of Labor
ISSN 0192-8163

38/9

CWD

CURRENT WAGE DEVELOPMENTS

U.S. Department of Labor
Bureau of Labor Statistics
September 1986



WARK PUBLIC
OCT 14 1986
U. S. GOVT. PUBS.
DEPOSITORY 378

L2.44:

READEX FICHE best copy available

U.S. DEPARTMENT OF LABOR
William E. Brock, Secretary

BUREAU OF LABOR STATISTICS
Janet L. Norwood, Commissioner

Office of Wages and Industrial Relations
George L. Stelluto, Associate Commissioner

Current Wage Developments is a monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. It is prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

This publication is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $21 domestic; $26.25 foreign. Single copy $2 domestic; $2.50 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through May 30, 1987. Second-class postage paid at Washington, D.C. and at additional mailing offices.

Unless identified as copyrighted, articles and tabulations in this publication are in the public domain and may be reproduced without permission of the Federal Government. Please credit *Current Wage Developments*, Bureau of Labor Statistics.

ISSN 0192-8163

Regional Commissioners for Bureau of Labor Statistics

Region I—Boston: *Anthony J. Ferrara*
1603 John F. Kennedy Federal Building, Government Center,
Boston, Mass. 02203
Phone: (617) 223-6761
Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

Region II—New York: *Samuel M. Ehrenhalt*
1515 Broadway, Suite 3400, New York, N.Y. 10036
Phone: (212) 944-3121
New Jersey
New York
Puerto Rico
Virgin Islands

Region III—Philadelphia: *Alvin I. Margulis*
3535 Market Street
P.O. Box 13309, Philadelphia, Pa. 19101
Phone: (215) 596-1154
Delaware
District of Columbia
Maryland
Pennsylvania
Virginia
West Virginia

Region IV—Atlanta: *Donald M. Cruse*
1371 Peachtree Street, N.E., Atlanta, Ga. 30367
Phone: (404) 347-4418
Alabama
Florida
Georgia
Kentucky
Mississippi
North Carolina
South Carolina
Tennessee

Region V—Chicago: *Lois L. Orr*
9th Floor, Federal Office Building, 230 S. Dearborn Street,
Chicago, Ill. 60604
Phone: (312) 353-1880
Illinois
Indiana
Michigan
Minnesota
Ohio
Wisconsin

Region VI—Dallas: *Bryan Richey*
Federal Building, Room 221
525 Griffin Street, Dallas, Texas 75202
Phone: (214) 767-6971
Arkansas
Louisiana
New Mexico
Oklahoma
Texas

Regions VII and VIII—Kansas City: *Gunnar Engen*
911 Walnut Street, Kansas City, Mo. 64106
Phone: (816) 374-2481
VII
Iowa
Kansas
Missouri
Nebraska
VIII
Colorado
Montana
North Dakota
South Dakota
Utah
Wyoming

Regions IX and X—San Francisco: *Sam M. Hirabayashi*
450 Golden Gate Avenue, Box 36017,
San Francisco, Calif. 94102
Phone: (415) 556-4678
IX
American Samoa
Arizona
California
Guam
Hawaii
Nevada
Trust Territory of the Pacific Islands
X
Alaska
Idaho
Oregon
Washington

Current Wage Developments

September 1986
(Includes data through August 1986)
Volume 38 Number 9

Editors: George Ruben, Olivia G. Amiss

In this issue:

Wage Highlights 1

State and Local Government Collective Bargaining Settlements, First 6 Months 1986 4

Selected wage and benefit changes 10

- **Manufacturing** 10
  - Food and kindred products 10
  - Apparel and other textile products 10
  - Lumber and wood products 10
  - Paper and allied products 11
  - Fabricated metal products 11
  - Machinery, except electrical 11
  - Electrical and electronic equipment 12
  - Transportation equipment 12
  - Instruments and related products 13
- **Nonmanufacturing** 13
  - Mining 13
  - Construction 13
  - Transportation and public utilities 16
  - Wholesale and retail trade 18
  - Finance, insurance, and real estate 18
  - Services 19
  - Public administration 22

Work stoppages 24

Major agreements expiring in October 27

Statistics on compensation changes 28

- Definition of terms 28
- Tables 30

Calendar of features 48

Wage Highlights

Delta pilots settle. Thirteen months of negotiations between Delta Air Lines and the Air Line Pilots ended when the parties agreed on a 30-month contract that included a temporary two-tier pay system. A union official said that Delta insisted on the two-tier system "for the perception" among its other employees—who are nonunion and are already covered by such plans—as well as for the resulting labor cost saving.

Under the system new pilots are paid at 66 percent of the rates applicable to those hired earlier. After 5 years of service, the employees in the lower tier will move into the upper tier.

In another provision, the pilots agreed to fly 80 hours a month, a 5-hour increase. To some extent, the resulting cost saving will be offset by a requirement that the carrier increase the number of captains and first officers. Reportedly, Delta now has 4,200 pilots and plans to hire 50 a month over an indefinite period.

The contract also provides for cuts in paid vacation and leave time and changes in training, staffing, and hours of service which the union said will enable Delta to "compete effectively in the deregulated marketplace." In return for these changes, Delta agreed that there will be no job eliminations or downgradings stemming from the productivity improvements. The contract, which is amendable on March 1, 1989, also provided for a 1-percent wage increase on January 1, 1988, and a 2-percent increase on January 1, 1989.

Actors, producers settle. A strike in the entertainment industry was averted when the Alliance of Motion Picture and Television Producers settled with two actors' unions in a final 14-hour bargaining session. The last time members of the Screen Actors Guild and the American Federation of Television and Radio Artists struck was in 1980, when they were out for 10 weeks. This cost the industry a reported $40 million and delayed the start of the 1980 prime time television season by 2 months.

Under the 3-year contracts, the $361 minimum daily pay rate for actors was raised by 5 percent effective immediately and another 5 percent on January 1, 1988. In another compensation change, the actors will receive 4.5 percent of the producers' first $1 million of annual gross receipts from the sale of videocassettes, plus 5.4 percent of excess sales. They will also receive a $3 million one-time lump-sum payment. Previously, they received 3.6 percent of gross receipts.

There also were improvements in pension and insurance benefits and changes in affirmative action hiring, safety procedures for stunt people, and working conditions for child actors. The contracts cover 92,000 members of the unions, of whom only a small percentage are working at a given time.

Detroit strikers return to work. The City of Detroit and 7,000 members of the American Federation of State, County and Municipal Employees (AFSCME) ended a 19-day work stoppage by agreeing on a 3-year contract. The picket lines were observed by 5,000 other city employees, leaving the 1.2 million residents of the Nation's sixth largest city without bus, trash collection, and other services.

Following membership rejection of an earlier tentative settlement, the city asked a judge to order a return to work. The judge declined the request but did order the parties to resume bargaining, leading to the settlement. The contract provides for a 5-percent wage increase and a $500 lump-sum payment in the first year, a 3-percent wage increase and a $200 lump-sum payment in the second year, and a $400 lump-sum payment, which could be raised to as much as $800, depending on the city's financial condition, in the third year.

A two-tier longevity pay system was eliminated by giving larger pay increases to workers in the lower tier. The city also agreed to finance a prototype day care facility and to give the union information on female employment for use in a pay-equity study.

Drug stores settle. In Southern California, the United Food and Commercial Workers International Union (UFCW) and three drugstore chains negotiated a contract that was expected to set a pattern for independent drugstores and pharmacies operated by grocery chains in the region. The three chains that settled were Thrifty Drug, Clark Drugs, and Sav-On Drug Stores, which for the first time coordinated their bargaining with the union. The 12,000 workers covered by the settlements consisted of 10,000 clerks at the three companies and pharmacists at Thrifty and Clark. Sav-On pharmacists are represented by the Guild for Professional Pharmacists.

The UFCW accord for the 2,000 pharmacists provided for wage increases of 85 cents an hour on July 1, 1985, and 50 cents on July 1 of 1987 and 1988 and on January 1, 1989, bringing their pay rate to $22.25 an hour. They will also receive on July 1, 1987, and January 1, 1988, lump-sum payments based on hours worked during the preceding 6 months. The payments will be calculated at 25 and 50 cents an hour, respectively. Finally, the 3.5-cents bonus paid for each prescription filled in excess of 80 per shift was increased to 10 cents in stages over the term.

A long-time, two-tier pay structure was eliminated by giving an immediate 21 cents-an-hour payment increase to top-scale clerks hired in 1969 or later, compared with an 11-cent increase for those hired earlier. The result was a uniform $8.35 rate, which will be increased by 10 cents in the third year. All top-scale clerks will receive four lump-sum payments over the term, each calculated at 20 cents for each hour worked during the preceding 6 months.

Clerks below the top rate will receive only progression increases during the term and the progression schedules were stretched to 5 years for those hired after July 1, 1986, compared with the existing 20 months for those hired earlier.

Other provisions included:

- A 30-cents reduction in the employers' $1.70-an-hour payment into the health and welfare fund and a $6 million fund excess was returned to the employers. The requirement that the stores provide whatever financing is needed to maintain benefits was eliminated. Instead, the stores will be subject to a possible obligation increase of up to 15 cents an hour in July 1987 and again in July 1988.

- A 5-cents reduction in the employers' 52.5-cents-an-hour pension fund obligation also attributed to the healthy condition of the fund.

- Vendors will have the right to stock and price merchandise as long as it does not result in the layoff of employees in the bargaining unit.

- The number of "management" employees in the store permitted to perform bargaining-unit work was raised to four, from three.

- The $1-an-hour premium for Sunday work will not be paid to inexperienced employees hired after July 1, 1986.

- Jury duty makeup pay will now be paid only to full-time employees.

- New hires who had worked in the industry prior to 1969 will no longer be automatically entitled to start work at top scale. Now, new hires will receive pay progression credit only for work performed in the industry during the last 5 years.

Food store clerks, meatcutters settle. In Eastern Pennsylvania, lump-sum payments were a feature of a settlement between Acme Markets and the United Food and Commercial Workers. About 2,400 clerks and meatcutters were covered by the 3-year accord at 55 stores. Each of the six semiannual payments will be calculated at 25 cents for each hour worked and each hour of paid leave during the preceding 6 months. Employees below top scale are not eligible for the payments but they will continue to receive progression step increases, which were set at a uniform 25 cents an hour. Previously, they varied.

Prior to the settlement, pay rates ranged from $5.15 an hour for some part-time clerks (those hired after June 22, 1980) to $10.51 for meat department heads. The parties also agreed to raise the top scale for the $5.15 an hour part-time employees to $6, narrowing the difference with part-timers hired earlier, who are paid $6.97. Acme also agreed to:

- Change 100 part-time workers to full-time status.

- Restore to full-time status 50 employees who had been reduced to part-time status without fault.

- Raise the nightwork premium to 50 cents an hour from 25.

- Make its health and welfare payment for all hours worked. Previously, it was made only for hours worked in excess of 90 a month.

- Raise the pension rate to $20 a month for each year of credited service, from $19, beginning January 1, 1987.

Merit pay for teachers. Adoption of a merit pay plan for 8,300 teachers resulted from discussions between the Fairfax County, VA, school system and the Fairfax Education Association. School superintendent Robert R. Spillane said his proposal would make Fairfax County "the first school system in the Nation to really step out and do some things" recommended in recent reports by national panels on education reform. Under the first stage of the plan, beginning with the 1987-88 school year, teachers would be denied longevity pay increases, if they are rated unsatisfactory by their principals.

Beginning with the 1989-90 school year, the rating system would be expanded to five levels. Teachers in the lowest level would be dismissed and those in the next or "marginal" level would receive no salary increase or only a small increase. Teachers rated in the mid- or competent-level would receive a full-salary increase. Those in the top two levels—"skillful" and "exemplary" with 6 years' service would be eligible to move to a "career level two" status and receive a 10-percent salary increase after a further year of evaluation. According to the union, top-rated teachers with 26 years of service could earn as much as $64,000 a year, compared with a current maximum of about $44,000.

The rating of teachers would be decided by principals after consulting with two other classroom observers: a recognized outstanding teacher and a curriculum specialist. New teachers would be observed every year for the first 3 years, then once every 3 years, then every 4 years. Teachers could appeal their rating to a review board monitored by teachers.

Superintendent Spillane said the 3-year proposal he developed with the union calls for substantial salary increases to ensure the cooperation of teachers in the new system. The increases are an average 12.1 percent effective at the beginning of the 1987-88 school year and 8.8 percent at the beginning of the 2 following years. All three amounts include usual longevity step pay increases. Implementation of Spillane's proposal was contingent on allocation of the required money by the school board in its February 1987 budget decision, and on approval by county supervisors.

Members of the union, which is an affiliate of the National Education Association, favored the proposal in a September vote and ended a work-to-rule slowdown they had begun in December 1985 to protest the size—4 percent—of the salary increase they had received in July 1985.

The revamping of the teacher rating system was opposed by another union, the 900 member Fairfax County Federation of Teachers, an affiliate of the American Federation of Teachers. Rick Nelson, president of the local union, said that the proposal was unacceptable because it would give principals too much power in deciding salary raises. Under Virginia law, the unions could only meet and confer with Spillane on his proposal, rather than engage in legally binding collective bargaining. The school system is the Nation's 10th largest.

Drug testing adopted in Florida accord. In Florida, about 10,700 employees were covered by a settlement that gives Metro-Dade County the right to test them for alcohol or drugs as part of a regular physical examination or when the county has a "reasonable suspicion" of over use. Jeff Martin, director of labor relations for the county, said that a positive test result would result in actions ranging from counseling to dismissal, depending on the circumstances and the degree of cooperation by the employee. The 3-year contract, negotiated by the State, County and Municipal Employees, also provided for 4-percent pay increases in the second and third years.

Nurses gain holiday work bonus. The Washington Hospital Center and the District of Columbia Nurses Association negotiated a 27-month contract that provided for 3-percent salary increases in June and December of 1986 and 2-percent increases in June and December of 1987. In addition, each nurse will receive a regular 3.5-percent progression increases on his or her anniversary date in the second contract year. Such increases, which were made annually under the prior contract, were frozen during the first year of the new contract. The initial 3-percent wage increase brought hourly pay rates to $11.36 for newly-hired registered nurses, $14.35 for those with 5 years' service, and $18.33 for those at the top of the salary scale.

Nurses who work on any of 5 paid holidays will now receive a $50-a-day bonus. The existing provision, which had applied to all 9 paid holidays, continues to apply to the 4 others. Under the provision, nurses who work on a paid holiday receive another day off, instead of additonal pay.

The accord also continued a provision giving employees the choice of working Monday through Friday or on weekends. For weekend work, employees on the day shift receive 30 hours' pay for 24 hours work and those on night shift receive 34 hours' pay for 24 hours' work. About one-third of the 1,200 employees in the bargaining unit work exclusively on weekends.

Other terms include extension of unpaid maternity leave to 1 year, from 6 months, with an assurance that returning nurses will regain their job or one in the same specialty; and a requirement that the hospital give the union 30 days' notice of impending layoffs and negotiate on which employees will be laid off.

RCA, engineers settle. About 2,000 professional engineers at RCA Corp. facilities in Bloomfield, Camden, and Moorestown, NJ, were covered by a 3-year contract that provided for general salary increases of 3-, 3-, and 2.5-percent in the respective years and a minimum merit increases of 3 percent in each year for eligible employees. Engineers who are promoted will also receive one-time lump-sum payments of $400, $600, or $900.

The system for determining who will stay on the payroll in the event of operation cuts was modified to give engineers 9 "retention points" for completing 50 percent of the course work for a master's degree and 9 points for completing 75 percent of the requirements. Employees continue to receive 8 points for a bachelor's degree, 12 points for a master's degree, and 14 points for a Ph.D.

The union, the Association of Scientists and Professional Engineering Personnel, and RCA also adopted provisions to contain the rise in health care costs by monitoring hospital stays and medical and surgical procedures more closely .

State and Local Government Collective Bargaining Settlements, First 6 Months 1986

Major collective bargaining settlements reached for State and local government workers during the first 6 months of 1986 provided average wage adjustments of 6.1 percent in the first contract year and 6.0 percent annually over the life of the contract. The settlements covered 20 percent (429,000) of the workers included in the Bureau of Labor Statistics' series.

The Bureau's major collective bargaining series for State and local government covers bargaining units with 1,000 workers or more. The series includes data on wage change developments for 2.2 million workers, or about one-half of the State and local government workers that bargain over wages.

The Bureau also measures compensation (wage and benefit costs) adjustments in State and local government settlements covering 5,000 workers or more. Such settlements reached during the first half of 1986 provided compensation adjustments that averaged 6.7 percent in the first contract year and 6.4 percent a year over the contract life. In addition to data on settlements, this summary includes information on wage changes effective during the first half of 1986 that resulted from settlements during the period, agreements reached in earlier years, and cost-of-living adjustments (COLAs).

First-half 1986 settlements

Fifty-six percent of the 429,000 workers under settlements in the first half of 1986 were employed by local governments and 44 percent by State governments. Workers in government and administration units accounted for 39 percent of the workers under these settlements; workers in education accounted for 37 percent; and the remainder were primarily in health care and protective services.

Average wage adjustments in the first contract year were larger for State government settlements than for local governments—7.0 and 5.3 percent, respectively. Corresponding adjustments averaged 6.3 and 5.7 percent annually over the contract life.

Almost all State and local government workers will receive a wage increase over the term of their 1986 settlements, and none will sustain a wage decrease. All of the State workers will receive an increase in the first contract year. However, 15 percent (35,000) of those employed by local jurisdictions will not; about 25,000 of these workers received wage increases in 1986, when their contracts were ratified following prolonged negotiations that began a year ago or more. The Bureau recorded no first-year wage increase for these settlements because wage increases did not take effect until after the first contract year; the workers, however, received payments in 1986, retroactive to the previous year.

Effective wage adjustments

Effective wage adjustments are those that result from (1) settlements in the first 6 months of 1986; (2) deferred changes made under agreements negotiated earlier; and (3) COLA provisions.

Average effective wage adjustments (in percent) in the first 6 months of 1986 were:

	For workers receiving wage change(s)	For all workers (prorated)
All adjustments	4.9	1.8
New settlements	6.2	0.6
Deferred adjustments	4.5	1.2
COLA	0.3	[1]

[1] Less than 0.05 percent.

Wage changes (increases and decreases) put into effect in the first 6 months of 1986 averaged 4.9 percent for the 790,000 workers who received them. When prorated over all 2.2 million workers covered by major agreements in State and local governments, wage adjustments averaged 1.8 percent. Effective wage adjustments averaged more for State government workers (2.1 percent) than for local government employees (1.6 percent).

Only 2 percent of the State and local government workers under major agreements have COLA provisions, compared with 46 percent in the private sector. About 18.400 local government workers had COLA reviews in the first half of 1986. Of these, 10,200 had COLA increases averaging 0.3 percent. Wage adjustments stemming from COLA reviews in the first 6 months of 1986 averaged 51 percent of the change in consumer prices during the COLA review period.

Bargaining activity, second half 1986

There are about 613,000 State and local government workers under major agreements who may be involved in bargaining during the second half of 1986. About 436,000 workers were under 135 major contracts that had reopened or expired by June 30, 1986, but had not been renegotiated or ratified. These workers are equally divided between State and local governments. An additional 177,000 workers are under 71 major agreements that are slated to expire or reopen between July and December; almost 90 percent of them are employed by local government jurisdictions.

About 831,000 workers are scheduled to receive deferred wage increases averaging 5.0 percent during the last half of 1986. These changes will be made under provisions of existing bargaining agreements negotiated earlier. About 29,000 workers are scheduled for COLA reviews during the last 6 months of 1986.

Explanatory Note about the Data

The data reported in this summary are limited to State and local government collective bargaining units with 1,000 workers or more. BLS is aware of 781 such units covering approximately 2.2 million workers. State and local governments were asked to provide information on agreements if (1) a labor organization is recognized as the bargaining agent for a group of workers, and settlements are embodied in signed, mutually binding collective bargaining agreements; and (2) at least wages are determined by collective bargaining.

The Bureau also publishes data on collective bargaining settlements in private industry. Care should be exercised, however, in comparing the size and nature of the settlements in State and local government with those in private industry because of differences in bargaining practices and settlement characteristics. A principal difference is the incidence of cost-of-living adjustment (COLA) clauses which are included in only a few local government settlements but are in a substantial number of private industry settlements. Agreements without COLAs tend to provide larger specified wage increases than those with COLAs. (Settlements data include specified first-year and deferred wage changes but exclude potential wage changes resulting from COLA clauses.) Another difference is that State and local government bargaining frequently excludes pension benefits which are often prescribed by law. However, in private industry, pensions are typically a bargaining issue.

Percent changes in compensation (wages and benefit costs) are calculated by dividing the newly negotiated changes in the wage and benefit package by existing average hourly compensation, which includes the cost of previously negotiated benefits, legally required social insurance programs, and average hourly earnings.

In calculating compensation change, a value is put on the wage and benefit portions of the settlements at the time they are reached. The cost estimates are based on the assumption that conditions existing at the time of settlement will not change (for example, composition of the labor force will remain constant). The data, therefore, are measures only of negotiated change and not of total changes in employer cost.

Table 1 summarizes data on settlements concluded in the first 6 months of 1986. Measures are expressed as average wage "adjustments" to include situations in which wage rates are increased, decreased, or unchanged.

Tables 2, 3, and 4 show the distribution of workers by the wage and compensation change in individual settlements. Means and medians are computed by weighting the changes by the number of workers affected.

Table 5 provides average wage adjustments for settlements by contract duration.

Table 6 shows effective wage adjustment data by level of government.

State and local government data for 1986 are preliminary and may be revised if additional information is obtained. Final data will be available in April 1987. Additional historical information is available from the Office of Wages and Industrial Relations, Bureau of Labor Statistics, Washington, DC 20212.

Data on private industry agreements, which are collected separately, were released in July 1986.

The next release on State and local government collective bargaining settlements will be issued in February 1987.

Table 1. Average (mean) wage and compensation (wage and benefit costs) adjustments in State and local government collective bargaining settlements, first 6 months of 1986

(In percent)

Measure	First-year adjustments[1]	Annual adjustment over life of contracts[2]	Number of workers (thousands)
Wage adjustments:			
Settlements covering 1,000 workers or more:			
All government	6.1	6.0	429
State government	7.0	6.3	189
Local government	5.3	5.7	240
Compensation adjustments:			
Settlements covering 5,000 workers or more:[3]			
All government	6.7	6.4	234
State government	7.6	6.7	140
Local government	5.4	5.9	94

[1] Change effective within first 12 months of contract term.

[2] Total adjustment over contract term expressed as an average annual (compound) rate.

[3] Two units covering 12,700 workers are included in wage adjustments data but not in compensation data, because data for total compensation costs were not available.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

Table 2. First-year wage adjustments in State and local government collective bargaining settlements covering 1,000 workers or more, first 6 months of 1986

Adjustment	Percent of workers affected		
	All government	State government	Local government
All settlements	100	100	100
No wage change	8	0	15
Decreases	0	0	0
Increases	92	100	85
Rate of increase[1]			
Under 2 percent	1	3	0
2 and under 4 percent	6	4	7
4 and under 6 percent	26	27	26
6 and under 8 percent	37	34	39
8 and under 10 percent	7	3	9
10 percent and over	15	29	4
Total number of workers (in thousands)	429	189	240
Mean adjustment (percent)	6.1	7.0	5.3
Median adjustment (percent)	6.0	6.0	6.0
Mean increase (percent)	6.6	7.0	6.3
Median increase (percent)	6.0	6.0	6.0

[1] Percent increase in estimated average hourly earnings, excluding overtime, decided upon during the period and effective within 12 months of the effective date of the agreement.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

Table 3. Annual rate of wage adjustments over the life of the contract in State and local government collective bargaining settlements covering 1,000 workers or more, first 6 months of 1986

Adjustment	Percent of workers affected		
	All government	State government	Local government
All settlements	100	100	100
No wage change	2	0	3
Decreases	0	0	0
Increases	98	100	97
Rate of increase[1]			
Under 2 percent	2	0	3
2 and under 4 percent	13	20	8
4 and under 6 percent	39	37	42
6 and under 8 percent	26	15	34
8 percent and over	18	28	10
Total number of workers (in thousands)	429	189	240
Mean adjustment (percent)	6.0	6.3	5.7
Median adjustment (percent)	5.4	5.3	5.5
Mean increase (percent)	6.1	6.3	5.8
Median increase (percent)	5.4	5.3	5.7

[1] Percent increase in estimated average hourly earnings, excluding overtime over the life of the agreement, reduced to an average annual (compound) rate.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

Table 4. Annual rate of compensation (wage and benefit costs) adjustment in State and local government collective bargaining settlements covering 5,000 workers or more, first 6 months of 1986

Adjustment	Percent of workers affected		
	All government	State government	Local government
First-year adjustments[1]			
All settlements	100	100	100
No change	3	0	8
Decreases	0	0	0
Increases	97	100	92
Rate of increase[2]			
Under 4 percent	2	0	6
4 and under 6 percent	23	20	27
6 and under 8 percent	51	46	59
8 percent and over	20	34	0
Total number of workers (in thousands)	234	140	94
Mean adjustment (percent)	6.7	7.6	5.4
Median adjustment (percent)	6.5	6.8	6.0
Mean increase (percent)	6.9	7.6	5.9
Median increase (percent)	6.5	6.8	6.5
Adjustments averaged over life of contract[3]			
All settlements	100	100	100
No change	0	0	0
Decreases	0	0	0
Increases	100	100	100
Rate of increase[2]			
Under 4 percent	19	19	19
4 and under 6 percent	26	34	14
6 and under 8 percent	35	14	67
8 percent and over	20	34	0
Total number of workers (in thousands)	234	140	94
Mean adjustment (percent)	6.4	6.7	5.9
Median adjustment (percent)	6.0	5.5	6.5
Mean increase (percent)	6.4	6.7	5.9
Median increase (percent)	6.0	5.5	6.5

[1] Negotiated adjustments in wages and benefits decided upon during the period and effective within 12 months of the effective date of the agreement.

[2] Percent increases in estimated average hourly compensation.

[3] Negotiated adjustments in wages and benefit levels by the end of the contract period, expressed as an average annual (compound) rate.

NOTE: Because of rounding sums of individual employment items may not equal totals.

Table 5. Average wage adjustments in State and local government collective bargaining settlements covering 1,000 workers or more by duration of contract, first 6 months of 1986

Measure	Contract duration						
	All contracts	12 months or less	More than 12 and less than 24 months	24 months	More than 24 and less than 36 months	36 months	More than 36 months
Number of settlements	118	29	10	28	8	36	7
Number of workers (in thousands)	429	136	19	97	18	145	14
Average duration (months)	24.6	11.8	14.7	24.0	30.5	36.0	40.5
Percent wage adjustment in:							
First contract year	6.1	8.2	5.1	5.9	3.3	4.8	4.5
Second contract year[1]	4.5	-	.5	4.2	2.7	5.7	1.9
Third contract year[2]	4.6	-	-	-	1.9	4.9	5.4
Average annual percent wage adjustment over life of contract	6.0	8.3	4.7	5.0	3.0	5.1	3.9

[1] Average is based only on settlements with a duration greater than 12 months.

[2] Average is based only on settlements with a duration greater than 24 months.

Table 6. Average effective wage rate adjustments in State and local collective bargaining agreements covering 1,000 workers or more, first 6 months of 1986

(In percent)

Characteristic	Effective wage change for workers receiving change(s)	Total effective adjustments (prorated over all workers)
All Government	4.9	1.8
Source:		
Current settlements	6.2	.6
Prior agreements	4.5	1.2
COLA provisions	.3	(1)
State Government	4.6	2.1
Source:		
Current settlements	3.6	.2
Prior agreements	4.8	1.8
COLA provisions	0	0
Local Government	5.3	1.6
Source:		
Current settlements	7.1	.8
Prior agreements	4.2	.8
COLA provisions	.3	(1)

[1] Value less than .05 percent.

NOTE: Because of rounding and compounding in the effective wage change series, sums of individual items may not equal totals.

Selected Wage and Benefit Changes

Current provisions of collective bargaining agreements are summarized below. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements.

Coverage generally is limited to actions affecting 1,000 workers or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MANUFACTURING		
FOOD AND KINDRED PRODUCTS		
Michigan Sugar Co. Michigan Grain Millers—1,500	3 percent 8/11/86	3-year agreement negotiated 8/20/86 also provided: 3 percent increase on 8/11/87 and 2 percent on 8/11/88; $19 month pension per year of service on 8/11/86 (was $18), $20 on 8/11/87, and $21 on 8/11/88; $18,000 life insurance on 8/11/86 (was $17,000), $19,000 on 8/11/87, and $20,000 on 8/11/88; see CWD August 1985.
Miller Brewing Co. Milwaukee, WI Automobile Workers —1,000	65 cents 8/2/86	3-year agreement negotiated 8/3/86 also provided: 65 cents wage increase on 8/2/87; the 8/2/88 wage increase will be based on the "National Brewery Industry's "Level; see CWD February 1986.
Richard A. Shaw Inc. Watsonville, CA Teamsters (Ind.)—1,150	$1.21 decrease 2/18/86	3-year agreement negotiated 2/14/86 also provided: wage and benefit reopener on 2/18/88; first listing.
APPAREL AND OTHER TEXTILE PRODUCTS		
Dress and Sportswear Mfrs. of St. Louis (formerly Associated Garment Industries of St. Louis St. Louis, MO, area Ladies' Garment Workers —1,150	6 percent 9/3/86	Deferred increase negotiated 9/5/85 (CWD Oct. 1985).
San Francisco Dress and Sportswear Manufacturers San Francisco, CA, area Ladies' Garment Workers —2,500	6 percent 9/1/86	Deferred increase negotiated 8/26/85 (CWD Oct. 1985).
LUMBER AND WOOD PRODUCTS		
Williamete Industries, Inc. Oregon Woodworkers; Lumber, Production and Industrial Workers —1,350	$1.25-$1.65 decrease 6/1/86	2-year agreement negotiated 8/18/86 also provided: 8 floating holidays (was 11), $1.20 per hour contribution to health and welfare (was $1.55); settlement preceded by 30-day strike; see CWD June 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PAPER AND ALLIED PRODUCTS		
Metropolitan Rigid Paper Box Manufacturers Assn. New York, NY Paperworkers—1,000	27.5 cents 9/1/86	Deferred increase negotiated 9/1/84 (CWD Feb. 1985); see CWD Sept. 1985.
Container Corp. of America Ohio and Pennsylvania Paperworkers—1,250	See next column 7/19/86	3-year agreement negotiated 7/20/86 provided: $500 lump sum payment 7/19/86 and 2 percent wage increases on 7/19/87 and 7/19/88; 35 cents additional wage increase for production workers on 7/19/86, 7/19/87 and 10 cents on 7/19/88; 7 cents additional wage increase for day workers on 7/19/86, 7/19/87 and 3 cents on 7/19/88; $600 individual and $1,200 family "stop loss" medical coverage on 7/19/86 (was $500 and $1,000), $800 and $1,600 on 7/19/87; $150 individual and $300 family annual deductible on 7/19/87 (was $100 and $200); Saturday overtime pay eliminated; time-and-a-half pay scale on Sundays and holidays (was double time); see CWD June 1985.
Delaware Valley Set Up Box Club Assn. Philadelphia, PA, area Paperworkers—1,200	30 cents 9/1/86	Deferred increase negotiated 9/1/84 (CWD Feb. 1985); see CWD Sept. 1985).
Ecusta Paper Corp. Pisgah Forest, NC Paperworkers—1,350	4 percent 9/1/86	Deferred increase negotiated 6/28/85 (CWD Sept. 1985).
Champion International Corp. Canton, NC Paperworkers—2,000	55 cents 9/1/86	Deferred increase negotiated 9/1/84 (CWD Feb. 1985); see CWD Sept. 1985.
Lily Tulip Inc. Springfield, MO Electrical Workers (IBEW)—1,050	1½ percent 9/1/86	Deferred increase negotiated 3/1/85 (CWD Apr. 1985); see CWD Mar. 1985.
FABRICATED METAL PRODUCTS		
American Can Co., Continental Group, Inc. and National Can Corp. Various locations Steelworkers—8,800	5 cents 8/15/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Continental Group, Inc. and American Can Co. Various locations Machinists—2,900	5 cents 8/15/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
MACHINERY, EXCEPT ELECTRICAL		
Cameron Iron Works Inc. Houston, TX Machinists; and Electrical Workers—950	76 cents decrease 8/11/86	3-year agreement negotiated 8/19/86 also provided: continued cost-of-living adjustment clause providing 1 cent for every 0.4-point change in BLS-CPI-W (19678 = 100); death benefit equal to annual wage on 8/11/86 (was twice annual wage); see CWD June 1986).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Sealed Power Corp. Muskegon, MI Automobile Workers—850	See next column 7/16/86	3-year agreement negotiated 7/16/86 also provided: $100 lump sum on 7/16/86 and $250 on 7/16/87; quarterly cost-of-living maintained beginning 9/1/88—1 cent for every 0.3 point change in BLS-CPI-W (1967=100) with 1 cent diverted from each adjustment toward benefit costs; $17.50 month pension per year of service on 7/16/86 (was $17.25), $17.75 on 7/16/87 and $17.75 on 7/16/88; $325 supplemental medical benefits on 7/16/87 (was $300) and $350 on 7/16/88; $210 week sickness and accident benefit on 7/16/86 (was $200) $220 on 7/16/87, and $230 on 7/16/88; see CWD Aug. 1986.
Briggs and Stratton Corp. Milwaukee, WI Allied Industrial Workers —9,000	No wage change 3/1/86	3-year agreement negotiated 3/86 also did not provide for benefit changes; see CWD Mar. 1984.
Tecumseh Products Co., Lauson Engine Div. New Holstern, WI Machinists—1,500	5-10 cents 7/14/86	3-year agreement negotiated 7/11/86 also provided: 7-25 cents on 7/14/87 and 10-27 cents on 7/14/88; $11.75 month pension per year of service pension benefit on 7/14/88 (was $11.00); see CWD July 1986.
ELECTRICAL AND ELECTRONIC EQUIPMENT		
Eagle Electric Manufacturing Co. Long Island City, NY Automobile Workers—1,550	4 percent 9/1/86	Deferred increase negotiated 11/10/84 (CWD Oct. 1985).
Design and Manufacturing Corp. Connersville, IN Electronic Workers—2,400	10 cents 9/21/86	Deferred increase negotiated 10/20/85 (CWD Jan. 1986); see CWD Apr. 1986.
Magnavox Consumer Electronics Co. Greenville, TN Electronic Workers—2,500	See next column 6/30/86	3-year agreement negotiated 6/30/86 also provided: $300 lump sum payment on 12/1/86 and 3 percent wage increases on 6/30/87 and 6/30/88; $100 week sickness and accident benefit on 6/30/86 (was $95), $105 on 6/30/87 and $110 on 6/30/88; $12 month pension per year of service on 6/30/86 (was $11), $12.25 on 6/30/87 and $12.50 on 6/30/88; $12,000 maximum life insurance on 6/30/86 (was $11,000); $150,000 maximum medical payment on 6/30/86 (was $100,000); see CWD July 1985.
The Maytag Co. Newton, IA Automobile Workers—1,750	See next column 6/19/86	3-year agreement negotiated 6/1/86 provided: 3 percent (of earnings) lump sum on 6/19/86 and 2½ percent wage increase on 6/19/87 and 6/19/88; quarterly cost-of-living clause maintained providing 1 cent for each 0.35 point change in BLS-CPI-W (1967=100); $15,000 life insurance on 6/19/86 (was $14,000), $16,000 on 6/19/87, and $17,000 on 6/19/88; $19.00 month pension per year of service (was $17.75), $19.50 on 6/19/87, and $20.50 on 6/19/88; retirement for employees 62 to 65 years of age with 30 years of service supplemented to bring it up to $1,000 per month on 6/19/86 (was $900), $1,100 on 6/19/87 and $1,170 on 6/19/88; see CWD Mar. 1986.
TRANSPORTATION EQUIPMENT		
Avco Corp., Lycoming Div. Stratford, CT Automobile Workers—2,550	5 cents 8/86	Automatic quarterly cost-of-living adjustment; see CWD June 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Westinghouse Air Brake Div. of American Standard, Inc. Wilmerding and Swissdale, PA Electrical Workers (UE-I)—2,800	5 cents 8/86	Automatic quarterly cost-of-living adjustment; see CWD June 1986.
Dana Corp., Weatherhead Div. Ohio and Indiana Automobile Workers—1,200	5 cents decrease 7/86	Automatic quarterly cost-of-living adjustment; see CWD June 1986.
Dana Corp. Fort Wayne, IN Allied Industrial Workers—1,650	10 cents decrease 8/86	Automatic quarterly cost-of-living adjustment; see CWD June 1986.
Borg-Warner Corp., Warner Gear Div. Muncie, IN Automobile Workers—1,600	6 cents decrease 7/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
A.O. Smith Corp. Milwaukee, WI Smith Steel Workers—4,000	4 cents decrease 8/86	Automatic quarterly cost-of-living adjustment; see CWD June 1986.
McDonnell Douglas Corp. St. Louis, MO Machinists—9,600	5 cents decrease 8/86	Automatic quarterly cost-of-living adjustment; see CWD June 1986.
INSTRUMENTS AND RELATED PRODUCTS		
Sperry Rand Corp. New York, NY Electronic Workers—3,300	5 percent 9/15/86	Deferred increase negotiated 11/2/85 (CWD Feb. 1986).
NONMANUFACTURING		
MINING		
Anthracite Coal Operators Assn. Eastern Pennsylvania United Mine Workers (Ind.)—1,000	20 cents 9/23/86	Deferred increase negotiated 10/29/85 (CWD Dec. 1985).
CONSTRUCTION		
New England Mechanical Contractors Assn. Boston, MA, area Plumbers—1,000	50 cents 9/1/86	Deferred increase negotiated 8/31/85 (CWD Nov. 1985); see CWD Mar. 1986.
Master Plumbers Assn. of Greater Boston Boston, MA Plumbers—1,250	50 cents 9/1/86	Deferred increase negotiated 8/27/85 (CWD Nov. 1985); see CWD Mar. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Sheet Metal and Air Conditioning Contractors Assn. of of New York City Inc. New York, NY Sheet Metal Workers—2,000	80 cents 9/1/86	Deferred increase negotiated 8/84 (CWD Sept. 1984); see CWD Feb. 1986.
Contracting Plumbers Assn. of Brooklyn and Queens, Inc. Brooklyn and Queens, NY Plumbers—1,500	$1.25 9/1/86	Deferred increase negotiated 8/84 (CWD Oct. 1984); see CWD Mar. 1986.
National Electrical Contractors Assn. White Plains area, NY Electrical Workers (IBEW) —1,500	95 cents 6/1/86	3-year agreement negotiated 6/86 also provided: $1.08 hour 6/1/87 and $1.22 hour 6/1/88; 6.5 (was 6) percent to health and welfare fund; $13 a day plus 10.5 percent (was $13 plus 10 percent) to security benefit fund, increasing to $13 plus 11 percent 6/1/87; and 3 (was 2) cents to scholarship fund, increasing to 4 cents 6/1/87; see CWD July 1984.
Mechanical Contractors Assn. and independent companies (plumbers) Washington, DC Plumbers—1,000	55 cents 9/1/86	Deferred increase negotiated 7/17/85 (CWD Nov. 1985).
Mechanical Contractors and independent companies (pipefitters) Washington, DC Plumbers—1,800	55 cents 9/1/86	Deferred increase negotiated 7/17/85 (CWD Nov. 1985).
Ohio Edison Co. Ohio Utility Workers—1,000	3.75 percent 7/1/86	3-year agreement negotiated 7/86 also provided: 3.75 percent 7/1/77, 3.25 percent 7/1/88 and 1 percent 1/1/89; 60 cents hour afternoon and 65 cents night shift differentials (was 55 and 60), increasing to 65 and 70 cents 7/1/87 and 70 and 75 cents, respectively 7/1/88; see CWD July 1985.
Toledo Edison Co. Toledo, OH Electrical Workers (IBEW) 1,100	3 percent 7/21/86	Increase negotiated under a wage reopening provision of a contract scheduled to expire 5/1/87; 3-year agreement also provided: 3 percent 5/4/87 and 3.7 percent 5/2/88 and extended the expiration date to 5/1/89; change from a basic to a comprehensive health care plan; settlement preceded by 7-week strike; see CWD Apr. 1985.
Associated General Contractors of America, Inc. Illinois excluding Chicago Teamsters (Ind.)—3,500	45 cents 5/1/86	3-year agreement negotiated 8/86 also provided: wage increases of 45 cents 5/1/87 and 50 cents 5/1/88; $1.525 hour to pension fund (was $1.375); see CWD May 1984.
Residential Contractors Employers Council (residential agreement) Chicago, IL, area Carpenters and Joiners—1,200	$1.00 7/1/86	2-year agreement negotiated 7/86 also provided:$1.00 hour on 7/1/87, with distribution to wages and benefits to be determined later; $1.93 hour (was $2.43) to health and welfare fund; no recent listing.
Plumbing Contractors of Metropolitan St. Louis St. Louis, MO Plumbers	40 cents 7/17/86	3-year agreement negotiated 7/12/86 also provided: 50 cents wage increase on both 7/1/87 and 7/1/88; 35 cents to benefits on 1/1/87, 1/1/88 and 1/1/89, with distribution between fringes to be made later; see CWD Jan. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
National Electrical Contractors Assn. Colorado Electrical Workers (IBEW) —1,800	15-25 cents 6/1/86	2-year agreement negotiated 7/2/86 also provided: wage and benefit reopening 6/1/87; see CWD Aug. 1984 for previous listing.
Sheet Metal Assn., Inc. Oregon and Washington Sheet Metal Workers	No wage change 4/1/86	3-year agreement negotiated 6/30/86 also provided: 20 cents increase on 10/1/86, 30 cents on 4/1/87 and 35 cents on 4/1/88; $1.40 hour to pension fund (was $1.35) effective 10/86, increasing to $1.45 and $1.50 on 4/1/87 and and 4/1/88, respectively; 48 cents to national pension fund on 10/1/86 (was 36), increasing to 72 cents on 10/1/88; 17 cents to training fund (was 15) increasing to 18 cents on 10/1/86 and to 20 cents on 1/1/87; 15 cents to industry fund effective 4/1/87 (was 10); see CWD June 1985.
Northern California Drywall Contractors Assn. Northern California Painters—1,200	50 cents 8/1/86	3-year agreement negotiated 8/4/86 also provided: cost-of-living clause continued providing for annual reviews on 8/1/87 and 8/1/88 of 1 cent for each 0.1 point change in the All Cities BLS-CPI-W, with a 50 cent minimum and and $1.00 maximum each adjustment; 12 cents hour to apprenticeship fund (was 6); 3 cents to establish contract administrative fund; see CWD Jan. 1986.
Construction Employers Assn. of California and 4 others Northern California (46 counties) Carpenters and Joiners	No wage change 1/1/86	3.5-year agreement negotiated in 8/85 also provided: $1 increase on both 6/16/87 and 6/16/88, with distribution between wages and benefits to be determined later; cost-of-living clause changed to provide a one-time adjustment on 6/16/86 amounting to the increase, if any, in the BLS-CPI-W (All Cities) in excess of 4 percent between 2/85 and 2/86—the CPI increase was not large enough to generate an adjustment; 35 cents hour to supplemental dues (was 25); 2 cents to establish work preservation fund and 1 cent to establish contract administrative fund; first listing.
Building Industry Assn. and others Northern California (46 counties) Carpenters and Joiners—2,500	No wage change 6/16/86	3-year agreement negotiated 5/15/86 also provided: $1 increase on both 6/16/87 and 6/16/88, with distribution between wages and benefits to be determined later; other terms similar to the Construction Employers Assn. of California—Carpenters and Joiners agreement above; see CWD July 1984 for previous listing.
Painting and Decorating Contractors Assn. (Central Coast agreement) Santa Clara, San Mateo, San Benito, Santa Cruz and Monterey counties, CA Painters—1,000	See next column 7/1/86	98 cents annual cost-of-living adjustment consists of 50 cents COLA and 48 cents guaranteed by the cost-of-living formula, 3 cents of which was applied to apprenticeship fund; see CWD Jan. 1986.
Painting and Decorating Contracotors Assn. Alameda, Contra Costa, Napa, Solano counties, CA Painters—1,400	50 cents 7/1/86	3-year agreement negotiated 7/7/86 also provided: 50 cents on 7/1/87 and 25 cents on 7/1/88; 12 cents to apprenticeship fund (was 6); 6 cents to establish work preservation fund; see CWD Oct. 1983.
Associated General Contractors of America, Inc. San Diego, CA Laborers—4,000	See next column 6/16/86	3-year agreement negotiated 7/86 provided: 60 cents reduction in wages $1.93 (was $1.40) hour to vacation fund; $1.87 (was $1.82) hour to health and welfare fund, 50 cents an hour 6/16/87 with allocation to wages and benefits to be determined later; and wage and benefit reopening on 6/16/88; see CWD Dec. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
General Contractors Labor Assn.; Building Industry Labor Assn.; and independent contractors Hawaii Cement Mason—1,200	75 cents 9/1/86	Deferred increase negotiated 10/83 (CWD July 1984); see CWD Sept. 1985.
General Contractors Labor Assn.; Building Industry Labor Assn. Hawaii Laborers—1,500	75 cents 9/1/86	Deferred increase negotiated 10/83 (CWD June 1984); see CWD Sept. 1985.
General Contractors Labor Assn.; Building Industry Labor Assn. Hawaii Operating Engineers—1,500	$1.00 9/1/86	Deferred increase negotiated 12/83 (CWD Feb. 1984); see CWD Sept. 1985.
Hawaii Employers Council Honolulu, HI Carpenters and Joiners—2,400	50 cents 9/1/86	Deferred increase negotiated 1/20/85 (CWD May 1985); see CWD Sept. 1985.
TRANSPORTATION AND PUBLIC UTILITIES		
American Telephone and Telegraph Co. National Communications Workers—155,000	See next column 6/29/86	3-year agreement ratified 8/4/86 provided: approximately 2 percent retroactive to 6/29/86, ad 3 percent on both 6/21/87 and 6/19/88; retained cost-of-living clause language with no adjustments to be implemented during current agreement; expanded the employment security agreement to include an opportunity outlook and Placement Report to increase the flow of information to workers about job opportunities, a $21 million joint training and retraining program, a transfer consideration program and a job bank for laid-off employees; eliminated the age 65 limitation under both the Supplemental Income Protection Plan and the Voluntary Income Protection Plan; maintained current health care plan benefits and introduced a cost containment feature; effective 1/1/87, established a precertification nonemergency hospital admission plan; notification of emergency admission with 48 hours; second surgical opinion on certain procedures; improved medical expense plan; $1,000 (was $750) annual dental effective 7/1/87, implementation of separate supplementary life insurance program, improved savings plan; increased pension by benefits 4 percent on 10/1/86 and 10/1/88; settlement preceded by 17-day strike; see "Wage Highlights" in August 1986 CWD for additional settlement terms for both IBEW and CWA); see CWD Sept. 1985.
Class I railroads National Locomotive Engineers—24,600	See next column 6/1/86	25-month agreement arbitrated 5/19/86 provided: general wage increases (applied to base rates) of 1 percent 7/1/86 after which another 2 percent was applied 7/1/86, 1.5 percent 10/1/86, 2.25 percent 1/1/87, 1.5 percent 7/1/87, and 2.25 percent 1/1/88; lump sum payment of $565 for employees rendering service of 2,150 straight-time hours (including holidays and vacations) for the 7/1/84 through 7/31/85 period (amount pro-rated for less hours) lump sum represents offset against cost-of-living adjustments that would have been made during period; continued the semiannual cost-of-living adjustment clause providing 1 cent for each 0.3-point change in BLS-CPI-W (1967=100) but only to extent amounts generated exceed deferred amounts specified in contract and subject to maximums of 4 percent semiannually and 8 percent annually; arbitraries and special allowances not eliminated were frozen at present levels for present employees (those constituting duplicate payments eliminated for new employees); mileage rates for miles run in excess

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
		of miles comprising a basic day were frozen although miles comprising a basic day increased to 108 (from 100) over contract term in 4 stages; new starting rate of 75 percent for new hires increasing by 5 percentage points for each year of active service; see CWD Feb. 1984.
Conrail National Locomotive Engineers—3,000	See next column 6/1/86	25-month agreement abitrated 5/19/86 provided same terms as arbitration award for Class I railroads and Brotherhood of Locomotive Engineers shown above; see CWD Feb. 1984.
Amtrak National Clerks (BRASC)—5,200	See next column 12/1/85	31-month agreement negotiated 4/86 provided: increases of 2 percent retroactive to 12/1/85, 2.25 percent 12/1/86, and 2.25 percent 12/1/87 applied to base rates (exclusive of any cost-of-living allowance in effect) for most workers, excluding service workers and intermodal employees; lump-sum payments of $565 for all workers upon ratification, $820, $875, and $335 for service workers, intermodal employees and other employees, respectively, in mid-December 1986, $1,468, $1,583, and $423 for service workers, intermodal employees, and other employees, respectively, in mid-December 1987, and $1,162, $1,267, and $217 for service workers, intermodal employees, and other workers, respectively in mid-June 1988 (employees who do not work sufficient hours to qualify for full lump sum to receive prorated payments); continued semiannual cost-of-living adjustment clause (for all but service and intermodal employees) providing 1 cent for each 0.3-point change in BLS-CPI-W (1967 = 100) starting July 1986, but only after amount generated exceeds amounts of specified wage increases and subject to maximums of 4 percent semiannually and 8 percent annually; and new starting rate of 75 percent for new hires, increasing by 5 percentage points for each year of active service; see CWD Feb. 1984.
United Parcel Service Master Agreement National Teamsters (Ind.)—90,000	50 cents 9/1/86	Deferred increase negotiated 10/84 (CWD Feb. 1985); see CWD Sept. 1985.
USAir National Machinists—2,150	40 cents 9/86	Deferred increase negotiated 4/85 (CWD Aug. 1985); see CWD Nov. 1985.
United Airlines (ground service) National Machinists—15,500	2.9 percent 9/86	Deferred increase negotiated 6/22/84 (CWD Aug. 1984); see CWD Nov. 1985.
New Jersey Transit Authority Marlewood, NJ Amalgamated Transit Union —3,200	25 cents 9/20/86	Deferred increase negotiated 4/15/85 (CWD June 1985); see CWD Mar. 1986.
United Parcel Service for Illinois and Indiana Illinois and Indiana Teamsters (Ind.)—4,000	50 cents 9/1/86	Deferred increase negotiated 10/84 (CWD Feb. 1985); see CWD Sept. 1985.
Illinois Bell Illinois Electrical Workers (IBEW) —12,050	See next column 6/29/86	3-year agreement ratified 7/25/86 provided: 2½ percent of which $400 payable in lump sum 6/29/86; effective in 2d and 3d years, annual cost-of-living adjustments with 2 percent minimum and 5½ percent maximum with half applied to waqge and half payable in lump-sum; changed from current health plan to HMO; increased pension benefits by 4 percent on both 2/1/87 and 2/1/89; see CWD Sept. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Missouri-Illinois Transit Authority St. Louis, MO Amalgamated Transit Union —1,500	20 cents 9/1/86	Deferred increase negotiated 2/28/85 (CWD June 1985); see CWD Mar. 1986.
WHOLESALE AND RETAIL TRADE		
Grand Union (grocery dept.) New York, NY, area United Food and Commercial Workers—1,700	$5 week for full time workers 9/1/86	Deferred increase negotiated 3/16/86 (CWD Apr. 1986).
Acme Markets Northern New Jersey United Food and Commercial Workers—2,500	55 cents (average) 9/28/86	Deferred increase negotiated 12/23/84 (CWD Feb. 1985); see CWD Sept. 1985.
Bradlees Department Stores Washington, DC, area United Food and Commercial Workers—2,000	20 cents 9/1/86	Deferred increase negotiated 10/5/83 (CWD Dec. 1983); see CWD Dec. 1985.
Acme Markets, Inc. Wilkes-Barre and Northeastern PA United Food and Commercial Workers—2,400	See next column 6/22/86	3-year agreement negotiated 7/15/86 provided: those at top of scale receive lump sum payments on 12/1/86, 6/1/87, 12/1/87, 6/1/88, 12/1/88 and 6/1/89 calculated at 25 cents for each hour worked in previous six months; workers still in progression steps will receive 25 cents hour general wage increase on the same dates that the lump sums are paid; cost-of-living clause dropped; 50 cents hour (was 25 cents) shift differential; $20 month (was $19) pension for each year of credited effective 1/1/87 and pension plan established for part-timers at prorated amounts on full-time pension, effective 1/1/87; see CWD June 1985.
Cleveland Food Industry and Akron-Canton Food Industry Ohio United Food and Commercial Workers—12,700	10-27 cents 9/7/86	Deferred increase negotiated 11/21/84 (CWD Jan. 1985).
Golden Gate Restaurant Assn. San Francisco, CA Hotel Employees and Restaurant Employees—1,600	2.6 percent (average) 9/1/86	Deferred increase negotiated 12/7/84 (CWD Jan. 1985); see CWD Sept. 1985.
Save-on and Thrifty Drug stores Southern California United Food and Commercial Workers—5,000	85 cents to hourly employees only 7/1/86	3-year agreement negotiated 7/1/86 also provided: 50 cents (to hourly employees only) on each of the following dates: 7/1/87, 7/1/88, and 1/1/89; pharmacists get 25 cents hour lump sum for each hour worked between 1/1/87 and 6/30/87 and 50 cents hour lump sum for work between 1/1/88 and 6/30/88; pension increase to be determined later by trustees; see CWD Jan. 1986.
FINANCE, INSURANCE, AND REAL ESTATE		
Prudential Insurance Co. of America (agents) National United Food and Commercial Workers—16,000	$9 week decrease 9/25/86	Deferred increase negotiated 10/21/85 (CWD Dec. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FINANCE, INSURANCE, AND REAL ESTATE—Continued		
Blue Cross/Blue Shield of Michigan (clerical and technical employees) Michigan Auto Workers—3,000	6.2 percent 9/6/86	Deferred increase negotiated 9/11/84 (CWD Dec. 1984); see CWD Sept. 1985.
Northwestern Mutual Life Insurance Co. Milwaukee, WI Office and Professional Employees—1,500	2 percent 5/1/86	2-year agreement negotiated 7/17/86 also provided: 2 percent on 5/1/87; quarterly cost-of-living clause maintained providing 1 cent for every 0.3 point change in BLS-CPI-W (1967 = 100) above 3.36 percent threshold (was 4.75 percent); major medical co-payment of 85/15 (was 90/10) effective 4/1/87; 1 year tenure required for participation in 401 (k) savings program (was 5 years); see CWD July 1985.
Blue Cross of California Northern California Office and Professional Employees—1,400	2 percent 7/1/86	30-month agreement negotiated 7/11/86 also provided: 2 percent on both 1/1/87 and 1/1/88; 12th holiday (Reverend Martin Luther King's birthday), effective 1/1/87; see CWD Jan. 1986.
SERVICES		
Alliance of Motion Picture and Television Producers National Directors Guild of America	See next column 7/1/86	Benefit reopener resulted in 7 percent (was 6.5 percent) employer payment to health care fund; see CWD July 1986.
State employees (health care professionals) Boston, MA Massachusetts Nurses Association (Ind.)—3,400	5 percent 9/28/86	Deferred increase negotiated 9/30/84 (CWD Jan. 1985); see CWD June 1985.
Maintenance Contractors of New England (building services) Boston, MA, area Service Employees—7,000	20 cents 9/1/86	Deferred increase negotiated 9/7/84 (CWD Oct. 1984); see CWD Sept. 1985.
Teachers Providence, RI American Federation of Teachers—1,200	5.4 percent 9/1/86	Deferred increase negotiated 9/85 (CWD Nov. 1985).
Board of Education (supervisors and administrators) New York City, NY Independent Association—3,600	6 percent 9/1/86	Deferred increase negotiated 9/18/85 (CWD Nov. 1985).
School crossing guards New York City, NY State, County and Municipal Employees—1,800	6 percent 9/1/86	Deferred increase negotiated 9/85 (CWD Nov. 1985).
Board of Education psychologists, social workers) New York City, NY American Federation of Teachers—1,000	6 percent 9/1/86	Deferred increase negotiated 9/85 (CWD Nov. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Board of Education (secretaries) New York City, NY American Federation of Teachers—3,650	6 percent 9/1/86	Deferred increase negotiated 9/85 (CWD Nov. 1986).
Board of Education (cafeteria employees) New York City, NY State, County and Municipal Employees—1,000	6 percent 9/1/86	Deferred increase negotiated 9/85 (CWD Nov. 1985).
Teachers Brentwood, NY American Federation of Teachers—1,000	See next column 9/1/86	3-year agreement negotiated 4/1/86 provided: projected annual salary increases of $1,240 on 9/1/86, $1,294 on 9/1/87 and $1,336 on 9/1/88, to be determined by annual wage surveys of 10 area schools; see CWD Oct. 1984.
Teachers and Support employees New Rochelle, NY New York Federation of United School Employees (Ind.)—1,000	6.8 percent 9/1/86	Deferred increase negotiated 9/85 (CWD Feb. 1986).
Teachers Bridgeport, CT Bridgeport Connecticut Education Association (NEA-I)—1,300	10.5 percent 9/1/86	Deferred increase negotiated 3/4/86 (CWD June 1986).
Hahnemann University Hospital Philadelphia, PA Hospital and Health Care Employees—1,100	See next column 7/1/86	3-year agreement negotiated 7/2/86 provided: same terms as Thomas Jefferson University Hospital (below); new listing.
Thomas Jefferson University Hospital Philadelphia, PA Hospital and Health Care Employees—1,000	5 percent 7/1/86	3-year agreement negotiated 7/1/86 also provided: 4 percent on 7/1/87 and 3 percent on 7/1/88; annual cost-of-living clause maintained providing $1 week for every 1 percent rise in BLS-CPI-W over 5 percent, effective in 2d and 3d years; 14.2 percent (was 12 percent) to health and welfare fund; new listing.
Teachers Wilmington, DE Delaware State Employees Association (Ind.)—1,050	5 percent 9/1/85	Deferred increase negotiated 9/5/84 (CWD Nov. 1984); see CWD Sept. 1985.
Teachers Cleveland, OH Cleveland Teachers Union—5,000	Average 10.3 percent 9/1/86	Deferred increase negotiated 5/85 (CWD Sept. 1985).
Board of Education (noninstructional) Columbus, OH Ohio Association of Public School Employees (Ind.)—2,000	4.5 percent 8/30/86	Deferred increase negotiated 9/1/84 (CWD Oct. 1984); see CWD Sept. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
State employees (nurses) Illinois Illinois Nurses Association (Ind.)—1,200	2 percent 7/1/86	3-year agreement negotiated 7/86 also provided: wage increases of 4 percent on 10/1/86, 4.5 percent on 7/1/87 and 5 percent on 7/1/88; established dental coverage for dependents effective 10/1/86; see CWD July 1985.
Teachers Chicago, IL American Federation of Teachers—26,000	3 percent 9/6/86	Deferred increase negotiated 9/85 (CWD Oct. 1985).
Teachers Detroit, MI Detroit Federation of Teachers—11,500	4 percent 9/1/86	Deferred increase negotiated 9/85 (CWD Nov. 1985).
Teachers Flint, MI United Teachers of Flint (NEA-I)—1,600	5.25 percent 9/1/86	Deferred increase negotiated 10/16/85 (CWD Dec. 1985).
Teachers Wichita, KS National Education Association (Ind.)—1,700	2.5 percent 9/1/86	Deferred increase negotiated 7/1/85 (CWD Sept. 1985); see CWD June 1986.
Teachers Boulder, CO Boulder Valley Education Association (Ind.)—1,250	3 percent	Deferred increase negotiated 12/6/85 (CWD Feb. 1986).
Teachers Aurora, CO Aurora Education Association (NEA-I)—1,650	3 percent 9/1/86	Deferred increase negotiated 12/85 (CWD Mar. 1986).
Board of Education (teacher aides, clerical) Portland, OR Portland Federation of Classified Employees (Ind.)—1,350	5 percent 7/1/86 (12 month employees) 9/1/86 (10 month employees)	Deferred increase negotiated 4/86 (CWD May 1986).
Stanford University and Medical Center (technical, service, and maintenance workers) Palo Alto, CA Service Employees—1,350	4 percent 9/1/86	Deferred increase negotiated 10/31/85 (CWD Dec. 1985).
Cedars-Sinai Medical Center (office, clerical, technical and service employees) Los Angeles, CA Service Employees—1,600	2 percent lump sum based on prior years earnings 7/1/86	Negotiated under reopener clause 7/1/86; see CWD Sept. 1985.
Board of Education (noninstructional) Richmond, CA Public Employees (Ind.)—1,500	8 percent 9/1/86	Deferred increase negotiated 10/9/85 (CWD Dec. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION		
County employees (general) Ulster County, NY State, County, and Municipal Employees—1,400	5 percent retroactive to 1/1/86	3-year agreement negotiated 5/22/86 also provided: wage increases of 5 percent on both 1/1/87 and 1/1/88; established a step process (1-8 steps) to the salary schedule; 5 weeks paid vacation for employees with at least 20 years' service (was 4); employees can carry over five days unused vacation to the following year; sick leave can be used for family illnesses; modified health insurance to include vision and dental care; first listing.
City employees (firefighters) Philadelphia, PA International Association of Firefighters—2,700	4 percent 8/1/86	2-year arbitration decision issued 7/28/86 provided: wage increases of 2 percent on 1/1/87 and 3 percent on both 7/1/87 and 1/1/88; $10,000 maximum funeral expenses paid by the city for employees killed in the line of duty; $200 month pension for spouse of deceased employees (was $100), increasing to $250 during 2d year of the contract; improved dental and optical insurance; see CWD Oct. 1984.
City employees (blue collar workers) Philadelphia, PA State, County, and Municipal Employees—13,400	4 percent 8/15/86	2-year agreement negotiated 7/22/86 also provided: 6 percent increase effective 1/1/88; $291 per month city payment for each employee's health and welfare benefits (was $220); settlement preceded by 3-week strike; see CWD Nov. 1984.
State employees (protective, regulatory) Illinois Illinois State Employees Association(Ind.)—1,300	2 percent 7/1/86	3-year agreement negotiated 7/86 also provided: wage increases of 4 percent on 10/1/86, 4.5 percent on 7/1/87 and 5 percent on 7/1/88; established dental coverage for dependents effective 10/1/86; see CWD July 1985.
State employees (institutional mental health unit) Michigan State, County, and Municipal Employees—6,900	10 cents 9/30/86	Deferred increase negotiated 11/84 (CWD Feb. 1986).
City employees Detroit, MI State, County, and Muncipal Employees—7,000	5 percent, plus $500 lump sum payments retroactive to 7/1/86	3-year agreement negotiaed 8/4/86 also provided: 3 percent increase in base wages effective 7/1/87, $200 payment 1/1/88, $400 7/1/88 and possible additional payment up to $400 in third contract year depending on increase in city revenue; settlement preceded by 19-day strike; no recent listing.
City employees (blue collar) Phoenix, AZ State, County, and Municipal Employees—2,400	See next column 6/30/86	2-year agreement negotiated 7/30/86 provided: effective 8/1/86; one additional step added to the salary schedule; 2 percent wage increase on both 1/1/87 and 7/1/87; on 1/1/87, employees who are at the top of their pay range will receive $100 longevity payment for each year of service up to 15 years with a $1,000 maximum; see CWD July 1985.
City employees (Police) Phoenix, AZ Police Association (Ind.)—1,400	See next column 6/30/86	2-year agreement negotiated 7/30/86 provided: effective 9/1/86, one additional step added to the salary schedule; 2 percent wage increase for employees below the top step on the salary schedule on 1/1/87, and 2.5 percent across the board on 7/1/87; effective 1/1/88, employees who are at the top of their pay range will receive $100 longevity payment for each year of service up to 15 years with a $1,000 maximum; changes in compensation payments incorporated into contract to comply with FLSA standards; see CWD Nov. 1985.
City employees (clerical) Phoenix, AZ State, County, and Municipal Employees—1,800	See next column 6/30/86	2-year agreement negotiated 7/30/86 provided: effective 7/1/86, one additional step added to the salary schedule; 2.5 percent wage increase on both 1/1/87 and 7/1/87; on 1/1/87, employees who are at the top of their pay range will receive $100 longevity payments for each year of service up to 15 years with a $1,000 maximum; see CWD Nov. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
Alameda County (various Oakland, CA Service Employees—4,900	3.5 percent 9/7/86	Deferred increase negotiated 10/1/84 (CWD Nov. 1984); see CWD Sept. 1985.
County employees (supporting services representatives) Riverside County, CA Supporting Services Association (Ind.)—2,500	No initial wage change 7/86	3-year agreement negotiated 7/86 also provided: minimum wage increases of 4.4 percent on both 7/1/87 and 7/1/88 contingent on Los Angeles, Long Beach California CPI-U; 13th paid holiday, Martin Luther King Jr.'s birthday; $162.50 per month per employee county contribution to health insurance (was $135); see CWD Oct. 1984.

Table 1. Work stoppages involving 1,000 workers or more, 1947 to date[1]

Month and year	Number of stoppages		Workers involved		Days idle	
	Beginning in month or year	In effect during month or year	Beginning in month or year (thousands)	In effect during month or year (thousands)	Number (thousands)	Percent of estimated working time[2]
1947	270	-	1,629	-	25,720	
1948	245	-	1,435	-	26,127	0.22
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,180	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1,031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,567	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981	145	-	729	-	16,908	.07
1982	96	-	656	-	9,061	.04
1983	81	-	909	-	17,461	.08
1984	62	-	376	-	8,499	.04
1985	54	-	324	-	7,079	.03
1985: January	2	9	4.7	16.0	278.3	.01
February	4	10	29.3	39.6	259.3	.01
March	4	12	15.2	48.2	698.5	.03
April	3	8	6.2	14.8	222.1	.01
May	2	8	6.9	15.1	236.6	.01
June	2	8	15.7	28.5	454.3	.02
July	9	13	50.1	56.9	476.5	.02
August	6	18	15.3	66.8	810.8	.04
September	11	20	69.5	93.9	863.8	.04
October	6	20	76.6	119.3	1,428.8	.06
November	3	13	26.2	47.0	688.2	.04
December	2	9	8.2	38.0	661.9	.03
1986p: January	4	7	7.6	12.0	170.0	.01
February	3	7	24.0	28.4	309.5	.02
March	2	8	11.2	38.6	367.5	.02
April	4	8	6.1	17.6	297.3	.02
May	6	10	28.6	41.2	303.6	.02
June	11	15	198.0	205.9	3,684.3	.07
July	11	20	40.9	57.1	831.6	.04
August	8	19	110.7	131.1	1,514.3	.07

---

[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they were involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time: private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in " 'Total Economy' Measure of Strike Idleness," *Monthly Labor Review*, October 1968, pp. 54-56.

p = preliminary.

Table 2. Work stoppages involving 1,000 workers or more during August 1986

Organization involved and location [1]	Beginning date	Ending date	Number of workers[2]	Days of idleness during August
Watsonville Canning and Frozen Food Warehouse Watsonville, CA Teamsters (Ind.)	9/9/85		1,000	21,000
Aluminum Company of America Interstate Steelworkers and Aluminum Workers	6/1/86	8/19/86	[3] 3,500	45,500
Scott Paper Company Mobile, AL Paperworkers	6/21/86	8/24/86	2,400	38,400
Construction [4] Seattle, WA Painters	6/24/86		1,500	31,500
Boise Cascade Corporation Rumford, ME Paperworkers	7/1/86		1,200	25,200
Ormet Corporation Hannibal, OH Steelworkers	7/1/86		1,500	31,500
Ford Motor Company Hapeville, GA Autoworkers	7/19/86	8/15/86	3,000	33,000
Hayes International Corporation Birmingham, AL Auto Workers	7/21/86		2,100	44,100
FMC Corporation Minneapolis, MN Auto Workers	7/28/86	8/23/86	1,400	22,400
James River Corporation Kalamazoo, MI Paperworkers	7/24/86	8/31/86	1,800	37,800
Western Steel Council Fabricating Products Company Oakland and San Francisco, CA Iron Workers	7/22/86	8/19/86	1,000	13,000
USX Corporation Interstate Steelworkers	8/1/86		22,000	462,000
Caterpillar Tractor Company Joliet, IL Machinists	8/1/86	8/28/86	2,400	48,000
Hammermill Paper Company Thilmany Pulp and Papers Division Kankauna, WI Paperworkers	8/8/86		1,200	19,200
NYNEX Corporation Interstate Communications Workers	8/10/86	8/18/86	40,000	480,000
Mountain States Bell Telephone Company Communications Worker	8/10/86	8/11/86	18,000	18,000
Brooklyn Union Gas Company Brooklyn and Queens, NY Transport Workers	8/12/86		2,300	32,200

See footnotes at end of table.

Table 2. Continued—Work stoppages involving 1,000 workers or more during August 1986

Organization involved[1] and location	Beginning date	Ending date	Number of workers[2]	Days of idleness during August
Michigan Bell Telephone Company Interstate-Michigan Communications Workers	8/12/86	8/15/86	12,500	50,000
Deere and Company Waterloo and Dubuque, IA and Milan, IL Auto Workers	8/23/86		12,300	61,500
Stoppages beginning in August:	8 stoppages		110,700	
Stoppages in effect in August:	19 stoppages		131,100	1,514,300

---

[1] Labor organizations are affiliated with AFL-CIO except where noted as independent (Ind.).

[2] The number of workers involved is rounded to the nearest hundred.

[3] The 7,000 Steelworkers and 4,500 Aluminum Workers returned to work by 7/7/86, after settling on 7/2/86. At Massena, NY and Warrick, IN, 3,500 Aluminum Workers remained out over local issues.

[4] Employees returned to work on June 26 to complete a project. Union reports that it will resume the stike in near future.

Major AgreementsExpiring in October

Industry or activity	Employer and location	Labor organization[1]	Number of workers
Private			
Construction	Southeastern States Boilermaker Employers (Interstate)	Boilermakers	7,000
	Independent Contractors (Southern and Western Florida)	Operating Engineers	1,200
Food products	Keebler Co. (Interstate)	Bakery, Confectionery and Tobacco Workers	3,550
	Hershey Foods Corp. (Pennsylvania)	Bakery, Confectionery and Tobacco Workers	2,800
Paper	James River Corp., Dixie Northern Division (Naheola, AL)	Paperworkers	1,300
Stone, clay, and glass products	Owens-Illinois, Inc. (Vineland, NJ)	Flint Glass Workers	1,600
	Anchor Hocking Corp. (Lancaster, OH)	Flint Glass Workers	4,000
	Owens-Illinois, Inc. (Toledo, OH)	Flint Glass Workers	1,200
Primary metals	Allegheny Ludlum Industries, Inc. (Interstate)	Steelworkers	5,400
	Lukens Steel Co. (Coatesville, PA)	Steelworkers	1,400
	Lone Star Steel Co. (Texas)	Steelworkers	2,300
	Laclede Steel Co. (Alton, IL)	Steelworkers	2,000
	Cyclops Corp., Empire-Detroit Steel Division (Mansfield, OH)	Steelworkers	1,100
Fabricated metal products	Kohler Co. (Wisconsin)	Auto Workers	3,000
Machinery	Koppers Co., Inc., Metal Products Division (Baltimore, MD)	Machinists	1,350
	Outboard Marine Corp., Johnson Outboard Division (Waukegan, IL)	Marine and Machinists Association (Ind.)	1,700
Electrical products	Bendix Corp. (Sidney, NY)	Machinists	2,100
Transportation equipment	Boeing Co. (Interstate)	Machinists	26,000
	General Dynamics Corp., Quincy Shipbuilding Division (Quincy, MA)	Marine and Shipbuilding Workers	2,300
	Boeing Co., Boeing Vertol Division (Philadelphia, PA)	Auto Workers	2,400
	Lockheed-Georgia Co. (Interstate)	Machinists	10,000
	Lockheed Aircraft Corp., Lockheed-California Co. (California)	Machinists	10,000
	Lockheed Aircraft Corp., Missile & Space Division (California)	Machinists	5,000
	McDonnell Douglas Corp. (California)	Machinists	3,500
	McDonnell Douglas Corp. (California)	Auto Workers	4,800
	McDonnell Douglas Corp. (Arkansas and Oklahoma)	Auto Workers	1,800
Transit	Greyhound Lines, Inc. (Interstate)	Transit Union	12,700
Air transportation	United Airlines, ground service (Interstate)	Machinists	15,500
Retail trade	The Great Atlantic and Pacific Tea Co. (New York)	Food and Commercial Workers	8,800
	Jewel Food Stores (Illinois and Indiana)	Retail, Wholesale and Department Store	18,000
	Kroger Co. (Cincinnati, OH)	Food and Commercial Workers	3,300
	Giant Eagle Food Stores (Pittsburgh, PA)	Food and Commercial Workers	3,500
	Kohl's Food Stores (Wisconsin)	Food and Commercial Workers	3,000
Restaurants	East Bay Restaurant Association (San Francisco, CA)	Hotel Employees and Restaurant Employees	2,000
	On-Sale Liquor Store Dealers (Minneapolis, MN)	Hotel Employees and Restaurant Employees	1,500
Hospitals	Kaiser Permanente (Northern California)	Service Employees	6,400
Public			
Education	California: Los Angeles Community College faculty	State, County and Municipal Employees	1,800
	Tennessee: Memphis Board of Education, custodial and cafeteria employees	Teachers	4,800

[1] Affiliated with AFL-CIO except where noted as independent (Ind.).

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars are current earnings adjusted for price changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance, and Social Security.

The index covers all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981 = 100), for most of the current series. Compensation indexes begin in December 1979 for white-collar, blue-collar, and service workers, for goods-producing and service-producing industries, for manufacturing and nonmanufacturing, and for workers by bargaining status and by area size. Within the bargaining status series, compensation data for goods-producing and service-producing industries and for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during the reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those deferred from earlier negotiations, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for compensation). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Data relate to the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective date of

agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while compensation changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover or establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.32	$8.57
1977 dollars	5.18	5.25	5.29	5.14	4.89	4.83	4.83	4.89	4.91	4.88
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	175.45	189.00	203.70	219.91	235.10	255.20	267.26	280.70	292.86	299.09
1977 dollars	166.85	189.00	189.31	183.41	172.74	170.13	168.09	171.26	172.78	170.42
Indexes										
Average hourly compensation:										
All persons, business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	119.1	131.5	143.7	154.9	161.5	168.1	175.3
1977 dollars	98.7	100.0	100.8	99.4	96.7	95.7	97.3	98.2	98.1	98.8
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	118.7	130.0	143.3	154.4	161.1	167.4	173.9
1977 dollars	98.0	100.0	100.8	99.1	96.3	95.5	97.0	98.0	97.6	98.0
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.3	165.2
1977 dollars	99.0	100.0	100.5	97.4	93.5	92.6	93.4	94.8	94.6	94.1

[1] Production or nonsupervisory workers.

r = revised.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1985					1986							
	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Julyp	Aug.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$8.52	$8.67	$8.64	$8.66	$8.71	$8.72	$8.74	$8.73	$8.72	$8.72	$8.71	$8.69	$8.69
1977 dollars	4.84	4.91	4.88	4.87	4.89	4.88	4.91	4.93	4.94	4.92	4.89	4.89	–
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	299.90	303.45	301.54	301.37	306.59	302.58	300.66	302.93	301.71	302.58	303.98	304.15	305.02
1977 dollars	170.30	171.83	170.36	169.59	172.05	169.32	168.82	171.05	170.94	170.85	170.78	170.97	–
Indexes, 1977 = 100													
Hourly Earnings Index:[1]													
Current dollars	164.7	166.7	166.2	167.0	168.2	167.9	168.6	168.5	168.4	168.7	168.8	168.5	168.4
1977 dollars	93.5	94.4	93.9	94.0	94.4	94.0	94.6	95.2	95.4	95.2	94.8	94.7	–
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector:[1]													
Current dollars	$8.59	$8.62	$8.63	$8.65	$8.70	$8.68	$8.71	$8.73	$8.72	$8.73	$8.74	$8.72	$8.76
1977 dollars	4.88	4.89	4.88	4.87	4.88	4.85	4.89	4.93	4.94	4.94	4.92	4.91	–
Average weekly earnings, private nonfarm sector:[1]													
Current dollars	299.79	300.84	301.19	301.02	303.63	303.80	303.98	304.68	303.46	303.80	303.28	302.58	304.85
1977 dollars	170.43	170.74	170.45	169.49	170.20	169.72	170.58	171.94	171.93	171.83	170.67	170.37	–
Indexes													
Average hourly compensation (quarterly data):													
All persons, business sector:													
Current dollars (1977 = 100)	176.4	–	–	178.0	–	–	179.1	–	–	180.4	–	–	–
1977 dollars	99.1	–	–	99.0	–	–	99.2	–	–	100.3	–	–	–
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	174.7	–	–	176.2	–	–	177.6	–	–	178.5	–	–	–
1977 dollars	98.1	–	–	98.0	–	–	98.4	–	–	99.3	–	–	–
Hourly Earnings Index:[1]													
Current dollars (1977 = 100)	165.5	166.4	166.2	166.8	167.7	167.3	168.2	168.5	168.4	168.7	169.2	168.8	169.2
1977 dollars	93.9	94.1	94.4	94.0	93.9	94.0	93.5	94.4	95.1	95.4	95.2	95.1	–

[1] Production or nonsupervisory workers.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars											
Average hourly earnings, private nonfarm economy	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.32	$8.57
Mining	5.95	6.46	6.94	7.67	8.49	9.17	10.04	10.77	11.28	11.63	11.98
Contract construction	7.31	7.71	8.10	8.66	9.27	9.94	10.82	11.63	11.94	12.13	12.31
Manufacturing	4.83	5.22	5.68	6.17	6.70	7.27	7.99	8.49	8.83	9.19	9.53
Transportation and public utilities	5.88	6.45	6.99	7.57	8.16	8.87	9.70	10.32	10.79	11.12	11.40
Wholesale trade	4.73	5.03	5.39	5.88	6.39	6.96	7.56	8.09	8.55	8.89	9.16
Retail trade	3.36	3.57	3.85	4.20	4.53	4.88	5.25	5.48	5.74	5.85	5.94
Finance, insurance and real estate	4.06	4.27	4.54	4.89	5.27	5.79	6.31	6.78	7.29	7.63	7.94
Services	4.02	4.31	4.65	4.99	5.36	5.85	6.41	6.92	7.31	7.59	7.89
Indexes, 1977 = 100											
Hourly Earnings Index, private nonfarm economy[1]	86.7	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.3	165.2
Mining	85.4	92.5	100.0	112.2	122.9	134.2	148.2	158.9	166.7	173.8	178.9
Contract construction	90.3	95.1	100.0	106.7	114.1	121.9	132.0	141.2	145.6	148.1	150.4
Manufacturing	85.9	92.5	100.0	108.3	117.6	129.4	141.9	152.4	157.9	162.8	168.6
Transportation and public utilities	84.3	92.2	100.0	108.2	116.8	127.2	139.4	148.8	156.6	161.7	166.3
Wholesale trade	87.7	93.3	100.0	109.1	118.6	129.0	139.9	149.7	158.2	164.4	169.0
Retail trade	87.0	92.7	100.0	109.1	117.7	127.2	137.0	143.4	150.2	153.2	155.6
Finance, insurance, and real estate	89.2	94.0	100.0	107.6	116.0	127.0	138.1	148.3	158.7	165.7	171.8
Services	86.5	92.9	100.0	107.4	115.1	125.5	137.3	147.9	156.0	161.8	168.2

[1] Production or nonsupervisory workers.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1985					1986							
	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Julyp	Aug.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$8.52	$8.67	$8.64	$8.66	$8.71	$8.72	$8.74	$8.73	$8.72	$8.72	$8.71	$8.69	$8.69
Mining	11.99	12.05	12.00	12.07	12.27	12.24	12.32	12.35	12.43	12.43	12.50	12.46	12.47
Contract construction	12.28	12.46	12.42	12.28	12.47	12.34	12.35	12.22	12.29	12.33	12.31	12.31	12.42
Manufacturing	9.49	9.57	9.56	9.63	9.74	9.70	9.70	9.72	9.70	9.71	9.70	9.73	9.68
Transportation and public utilities	11.42	11.54	11.48	11.59	11.61	11.59	11.64	11.62	11.55	11.54	11.57	11.60	11.56
Wholesale trade	9.12	9.22	9.16	9.23	9.33	9.26	9.36	9.33	9.29	9.29	9.32	9.30	9.31
Retail trade	5.88	5.98	5.95	5.97	5.99	6.03	6.04	6.03	6.01	6.00	5.99	5.97	5.95
Finance, insurance, and real estate	7.91	8.04	8.01	8.06	8.15	8.14	8.28	8.30	8.29	8.31	8.37	8.31	8.32
Services	7.82	7.99	7.99	8.05	8.12	8.12	8.17	8.18	8.12	8.10	8.10	8.03	8.04
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	164.7	166.7	166.2	167.0	168.2	167.9	168.6	168.5	168.4	168.6	168.8	168.5	168.4
Mining	178.8	179.4	178.8	180.1	181.7	180.9	180.5	180.1	181.2	181.1	181.4	181.6	181.6
Contract construction	150.5	152.5	151.9	149.7	151.7	150.0	149.7	148.3	149.9	150.7	150.5	150.4	151.7
Manufacturing	168.6	169.3	169.3	170.2	171.3	171.4	171.6	171.9	172.2	172.5	172.3	172.7	172.0
Transportation and public utilities	166.1	168.6	167.7	169.5	170.1	169.3	170.3	169.8	169.0	169.1	169.5	169.2	169.1
Wholesale trade	168.3	170.2	169.1	170.3	172.2	171.1	172.4	171.9	171.3	171.4	172.0	171.4	171.6
Retail trade	154.8	157.0	156.0	156.2	157.0	157.3	157.7	157.7	157.8	157.9	157.9	157.4	157.1
Finance, insurance, and real estate	171.4	174.0	173.2	174.3	176.2	175.8	178.8	179.2	178.9	179.3	180.5	179.2	179.2
Services	167.2	170.5	170.1	171.4	172.8	172.7	173.8	174.0	173.1	173.2	173.3	172.2	172.4
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$8.59	$6.62	$8.63	$8.65	$8.70	$8.68	$8.71	8.73	$8.72	$8.73	$8.74	$8.72	$8.76
Mining[2]	11.99	12.05	12.00	12.07	12.27	12.24	12.32	12.35	12.43	12.44	12.50	12.46	12.47
Contract construction	12.32	12.35	12.33	12.34	12.40	12.25	12.29	12.23	12.34	12.39	12.43	12.40	12.46
Manufacturing	9.57	9.58	9.61	9.63	9.68	9.65	9.68	9.70	9.68	9.72	9.71	9.72	9.76
Transportation and public utilities	11.43	11.49	11.47	11.52	11.56	11.56	11.62	11.65	11.56	11.62	11.63	11.61	11.57
Wholesale trade	9.17	9.20	9.19	9.24	9.30	9.22	9.34	9.36	9.27	9.29	9.35	9.31	9.36
Retail trade	5.94	5.98	5.96	5.97	6.02	5.99	5.99	6.01	5.99	5.99	6.00	6.00	6.01
Finance, insurance, and real estate[2]	7.91	8.04	8.01	8.06	8.15	8.14	8.28	8.30	8.29	8.31	8.37	8.31	8.32
Services	7.93	7.97	7.98	8.02	8.05	8.05	8.11	8.16	8.11	8.12	8.17	8.11	8.15
Indexes, 1977 = 100													
Hourly Earnings Index, private nonfarm economy[1]	165.5	166.4	166.2	166.8	167.7	167.3	168.2	168.5	168.4	168.7	169.2	168.8	169.2
Mining[2]	178.8	179.4	178.8	180.1	181.7	180.9	180.5	180.1	181.2	181.1	181.4	181.6	181.6
Contract construction	150.3	150.7	150.4	150.3	151.2	149.7	149.7	149.2	150.6	151.0	151.4	150.9	151.7
Manufacturing	169.4	169.5	169.7	170.2	171.0	170.7	171.3	171.8	171.4	172.5	172.4	172.6	172.8
Transportation and public utilities	166.6	167.9	167.4	168.5	169.1	168.6	169.6	170.2	169.3	170.1	170.7	170.3	169.6
Wholesale trade[2]	168.3	170.2	169.1	170.3	172.2	171.1	172.4	171.9	171.3	171.4	172.0	171.4	171.6
Retail trade	155.7	156.8	156.4	156.6	157.5	157.0	157.3	157.4	157.3	157.2	157.8	157.7	158.2
Finance, insurance, and real estate[2]	171.4	174.0	173.2	174.3	176.2	175.8	178.8	179.2	178.9	179.3	180.5	179.2	179.4
Services	168.9	169.8	169.9	170.9	171.6	171.7	173.1	174.0	173.1	173.4	174.3	173.2	174.2

---

[1] Production or nonsupervisory workers.

[2] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1984				1985				1986	
	I	II	III	IV	I	II	III	IV	I	II
Average hourly compensation:										
All persons, business sector	3.8	3.8	4.6	4.2	3.9	4.5	4.4	4.4	3.9	3.3
All employees, nonfarm business sector:										
Current dollars	3.5	3.7	4.3	4.1	3.9	4.2	3.9	3.8	3.6	3.0
1977 dollars	-1.0	-0.6	0.1	0.1	0.3	0.5	0.5	0.2	0.5	1.3
Average hourly earnings, private nonfarm economy[1]	4.2	4.1	4.0	3.4	3.2	3.1	2.8	3.0	2.8	2.2
Mining[2]	3.5	3.7	3.2	2.0	2.7	2.7	2.8	4.1	3.5	4.3
Contract construction	1.1	1.8	1.7	1.4	1.8	1.3	1.4	1.4	-.1	.8
Manufacturing	4.3	4.1	4.0	3.8	4.0	4.1	3.6	3.5	2.7	2.1
Transportation and public utilities	3.1	2.9	3.4	2.4	2.5	2.4	2.5	2.8	2.9	2.3
Wholesale trade	5.1	4.9	4.9	4.3	3.3	3.4	2.7	2.6	2.7	1.8
Retail trade	3.4	2.7	1.9	1.8	1.3	1.3	1.7	1.8	1.8	1.4
Finance, insurance, and real estate[2]	4.9	4.5	4.9	4.0	4.0	4.0	3.8	4.5	5.0	5.8
Services	4.7	4.5	4.5	4.2	4.0	4.0	3.9	4.1	4.3	3.6
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	3.6	3.5	3.4	3.1	3.1	3.1	3.0	3.0	2.8	2.5
1977 dollars	-.1	5	-.1	-.4	-.5	-1.0	-.2	-.2	.0	1.3
Mining[2]	4.3	4.6	4.4	3.9	3.8	3.1	2.4	2.4	1.4	1.5
Contract construction	1.6	2.0	1.7	1.3	2.0	1.5	1.4	1.4	-.3	.6
Manufacturing	2.8	3.2	3.4	3.3	3.7	3.8	3.6	3.3	2.7	2.4
Transportation and public utilities	3.5	3.3	3.4	2.9	2.6	2.7	2.8	3.0	3.1	2.7
Wholesale trade	5.2	4.8	4.7	4.2	3.1	3.1	2.5	2.4	2.5	1.7
Retail trade	3.6	2.8	1.9	1.7	1.3	1.2	1.7	1.8	1.8	1.5
Finance, insurance, and real estate[2]	4.7	4.4	4.6	3.6	3.4	3.5	3.5	4.2	4.8	5.1
Services	4.6	4.4	4.4	4.0	3.8	3.9	3.8	4.1	4.5	3.7
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	5.7	5.1	4.7	3.5	2.5	2.2	2.0	2.4	2.7	1.7
1977 dollars	1.9	2.0	1.1	-.1	-1.0	-1.9	-1.1	-.8	-.2	.5

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1983		1984				1985				1986	
	III	IV	I	II	III	IV	I	II	III	IV	I	II
Average hourly compensation:												
All persons, business sector	1.6	5.3	5.7	2.8	4.6	3.8	4.2	5.1	4.4	3.8	2.5	2.7
All employees, nonfarm business sector:												
Current dollars	2.1	4.6	4.9	3.2	4.3	4.1	3.9	4.4	3.2	3.6	3.1	2.1
1977 dollars	-2.0	0.4	-0.2	-0.4	0.5	0.4	0.6	0.3	0.6	-0.7	1.6	3.9
Average hourly earnings, private nonfarm economy[1]	3.4	5.2	4.0	3.6	3.3	2.7	3.0	3.2	2.2	3.5	2.2	1.1
Mining[2]	3.0	3.8	6.2	1.7	.9	-.7	8.9	1.9	1.3	4.3	6.4	5.1
Contract construction	.7	2.4	1.7	2.7	.6	.9	3.1	.5	1.0	1.2	-3.2	4.2
Manufacturing	3.9	5.1	4.5	3.1	4.2	4.0	4.8	3.4	2.4	3.2	1.5	1.1
Transportation and public utilities	.7	5.0	3.0	2.7	2.8	1.7	2.6	2.5	3.1	2.8	3.3	0.0
Wholesale trade	4.6	6.4	3.7	3.2	4.1	3.6	2.2	3.4	1.5	3.1	2.8	-.1
Retail trade	4.3	3.3	1.6	1.8	.7	2.1	.7	1.6	2.5	2.3	.9	-.2
Finance, insurance and real estate[2]	1.8	7.5	6.8	2.1	3.7	3.9	6.4	2.2	2.7	6.7	8.5	4.1
Services	4.1	4.8	4.4	4.5	3.9	3.9	3.7	4.4	3.8	4.6	4.6	1.3
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	2.9	4.3	3.6	3.0	2.8	3.1	3.4	3.0	2.4	3.2	2.7	1.8
1977 dollars	-1.1	.9	.8	1.2	-3.2	-.4	.6	-.9	.1	-.6	1.4	4.4
Mining[2]	5.1	4.5	5.0	3.8	4.2	2.7	4.4	1.3	1.1	2.6	.7	1.7
Contract construction	.2	2.4	3.3	2.4	.7	.9	3.8	.5	.5	.8	-2.8	4.1
Manufacturing	2.2	3.5	3.9	3.2	3.4	3.6	4.6	3.6	2.5	2.4	2.3	2.4
Transportation and public utilities	1.5	4.9	3.9	2.6	3.1	2.4	2.4	2.9	3.4	3.3	2.8	1.4
Wholesale trade[2]	4.8	6.3	4.5	2.5	3.5	3.9	2.6	2.5	.9	3.6	3.1	-.6
Retail trade	4.0	3.5	1.4	1.9	.4	1.9	.9	1.8	2.2	2.3	1.0	.6
Finance, insurance, and real estate[2]	2.3	6.9	6.7	2.1	3.0	3.1	5.5	2.5	2.9	6.1	8.0	3.7
Services	4.3	5.2	3.2	4.2	3.7	3.9	3.4	4.7	3.3	4.9	5.0	1.6
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	4.2	6.8	5.6	4.0	2.1	2.0	1.9	2.8	1.4	3.5	3.0	-.8
1977 dollars	.2	3.5	2.3	2.2	-3.8	-1.5	-.9	-1.1	-.9	-.4	1.7	1.7

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985					1986							
	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Julyp	Aug.p
Average hourly earnings, private nonfarm economy[1]	3.0	2.9	3.0	2.9	3.1	2.8	2.7	2.7	2.3	2.3	2.0	2.0	2.0
Mining[2]	3.1	2.8	3.1	3.8	4.8	3.2	3.5	3.7	4.1	4.7	4.0	4.5	4.0
Contract construction	1.4	1.6	1.4	1.4	1.6	.2	-.2	-.3	.4	.7	1.1	.9	1.1
Manufacturing	3.7	3.5	3.6	3.3	3.5	2.7	2.7	2.6	2.0	2.3	1.9	1.9	2.0
Transportation and public utilities	2.6	2.9	2.6	2.9	2.8	2.8	3.0	3.0	2.3	2.6	2.0	1.9	1.2
Wholesale trade	2.9	2.6	2.5	2.7	2.5	2.6	2.8	2.7	1.8	1.8	1.9	1.7	2.1
Retail trade	1.5	2.2	1.7	1.2	2.4	1.9	1.7	1.9	1.5	1.2	1.4	1.2	1.2
Finance, insurance, and real estate[2]	4.4	3.5	4.4	4.4	4.6	4.6	5.1	5.3	5.5	5.9	5.2	5.5	5.2
Services	4.3	4.0	4.2	4.2	4.0	4.1	4.2	4.6	3.8	3.6	3.3	2.9	2.8
Hourly Earnings Index.[1]													
Private nonfarm economy:													
Current dollars	3.1	3.1	3.0	3.0	3.1	2.8	2.8	2.9	2.6	2.6	2.4	2.3	2.2
1977 dollars	.1	.5	.1	-.3	-.4	-.9	-.1	1.0	1.4	1.4	1.0	1.2	–
Mining	2.7	2.0	2.3	2.2	2.7	1.9	1.1	1.3	1.4	1.8	1.4	1.5	1.5
Contract construction	1.5	1.7	1.5	1.2	1.5	.2	-.4	-.5	.2	.5	1.1	.6	.9
Manufacturing	3.6	3.4	3.2	3.3	3.3	2.7	2.7	2.7	2.5	2.5	2.2	2.2	2.0
Transportation and public utilities	2.8	3.2	2.6	3.2	3.2	2.9	3.2	3.3	2.6	3.0	2.6	2.4	1.8
Wholesale trade	2.7	2.4	2.3	2.4	2.4	2.4	2.6	2.5	1.7	1.7	1.8	1.7	2.0
Retail trade	1.7	2.2	1.9	1.4	2.1	2.0	1.8	1.7	1.6	1.3	1.6	1.6	1.6
Finance, insurance, and real estate	4.1	3.3	4.1	4.2	4.4	4.4	5.0	5.2	5.1	5.5	4.8	5.0	4.7
Services	4.1	4.0	4.0	4.3	3.9	4.2	4.4	4.7	3.9	3.8	3.3	3.3	3.1
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	2.4	2.0	2.7	2.0	2.5	2.8	2.7	2.4	2.1	1.8	1.4	1.7	1.7
1977 dollars	-.6	-.6	-.2	-1.3	-1.0	-.8	-.2	.5	1.0	.6	(3)	.5	–

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985					1986							
	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Julyp	Aug.p
Average hourly earnings, private nonfarm economy[1]	2.6	2.8	2.6	2.8	3.1	3.1	2.8	2.6	2.1	1.9	.9	.9	1.2
Mining[2]	1.5	2.4	1.0	3.2	4.2	5.4	5.6	5.0	7.3	6.2	3.8	3.6	2.4
Contract construction	0.0	1.3	.7	.8	1.8	−.6	−.5	−1.9	.2	.6	.5	2.5	2.8
Manufacturing	3.0	2.8	2.5	2.8	3.2	2.3	2.3	2.5	1.5	1.9	.6	1.5	1.7
Transportation and public utilities	2.7	3.2	2.7	3.4	2.8	3.0	3.4	2.8	1.9	1.7	1.2	.9	−.9
Wholesale trade	1.8	2.0	1.8	2.4	2.6	1.5	3.7	3.5	1.7	1.1	1.1	2.0	.4
Retail trade	1.7	2.7	2.0	1.7	3.4	2.0	1.7	1.0	1.0	.7	−.7	.3	.7
Finance, insurance, and real estate[2]	.8	4.1	3.9	5.4	4.8	6.7	9.6	6.6	7.1	6.3	5.5	4.1	.1
Services	3.9	4.4	4.4	4.6	3.6	4.4	4.6	4.8	3.3	2.5	3.0	1.5	1.0
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	2.3	3.1	2.4	2.9	3.1	2.9	3.3	2.6	2.7	2.3	1.7	1.8	1.1
1977 dollars	−.9	.4	([3])	−3	−.5	−1.0	.7	1.5	2.9	3.2	2.5	3.4	–
Mining[2]	.4	1.8	.1	2.4	3.1	2.3	1.9	.8	2.5	1.1	−.3	.8	–
Contract construction	−.1	.8	.1	.1	1.8	−1.3	−.8	−1.9	.4	1.0	.3	1.6	2.7
Manufacturing	3.1	2.6	2.3	2.4	2.7	2.1	2.3	2.7	2.7	2.6	1.7	2.2	1.7
Transportation and public utilities	2.8	3.8	3.0	3.9	3.2	2.9	3.6	2.7	2.3	2.0	1.9	1.9	([3])
Wholesale trade[2]	.3	3.1	.8	2.1	3.8	3.1	5.0	1.9	2.6	1.3	−.2	.4	−.9
Retail trade	1.5	2.6	2.1	1.7	3.0	2.3	2.0	.7	1.2	.9	.3	.9	1.2
Finance, insurance, and real estate[2]	1.2	4.1	3.5	5.2	4.7	6.1	8.9	6.2	6.7	5.8	4.9	3.8	.7
Services	3.8	4.5	4.0	4.8	3.4	4.8	5.0	4.9	3.8	2.9	3.2	1.8	1.3
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	2.6	2.3	2.6	1.7	3.1	4.3	2.8	2.6	1.5	1.9	−.2	−.8	.6
1977 dollars	−.6	−.4	.2	−1.5	.5	.3	.2	1.4	1.7	2.8	.6	.8	–

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than -0.05.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 9. Employment Cost Index by occupation and industry group[1]
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986
Civilian workers[2]	126.4	130.6	131.5	0.7	1.1	0.7	4.6	4.1	4.0
Workers, by occupational group									
White-collar workers	128.3	133.1	134.2	.8	1.1	.8	5.1	4.6	4.6
Blue-collar workers	123.1	126.2	126.8	.7	1.0	.5	3.8	3.3	3.0
Service occupations	128.0	133.1	133.7	.2	1.0	.5	4.8	4.1	4.5
Workers, by industry division									
Goods-producing[1]	123.9	126.9	128.1	.6	1.1	.9	4.2	3.0	3.4
Manufacturing	124.6	127.7	128.7	.6	1.3	.8	4.6	3.1	3.3
Service-producing[2]	127.9	132.9	133.7	.8	1.1	.6	4.8	4.7	4.5
Services	132.6	138.8	139.4	.5	1.2	.4	5.7	5.2	5.1
Health services	–	–	–	.5	1.2	1.0	–	3.6	4.1
Public administration	130.3	136.8	138.0	.2	1.5	.9	5.3	5.1	5.9
Nonmanufacturing	127.2	131.9	132.8	.8	1.0	.7	4.6	4.5	4.4
Private industry workers	125.2	128.9	129.9	.8	1.1	.8	4.2	3.8	3.8
Workers, by occupational group									
White-collar workers	127.1	131.3	132.5	1.0	1.2	.9	4.7	4.4	4.2
Blue-collar workers	122.8	125.7	126.3	.7	1.0	.5	3.7	3.1	2.9
Service occupations	126.5	130.9	131.1	.2	1.1	.2	4.4	3.6	3.6
Workers, by industry division									
Goods-producing[1]	123.8	126.7	127.8	.7	1.1	.9	4.2	3.0	3.2
Service-producing[2]	126.4	130.8	131.6	1.0	1.1	.6	4.2	4.5	4.1
State and local government workers	132.0	138.9	139.7	.2	1.0	.6	6.1	5.5	5.8
Workers, by occupational group									
White-collar workers	132.9	140.0	140.5	.3	1.0	.4	6.3	5.7	5.7
Blue-collar workers	128.5	134.7	136.3	.3	1.5	1.2	5.1	5.2	6.1
Workers, by industry division									
Services	133.2	140.4	140.8	.3	.9	.3	6.6	5.7	5.7
Hospitals and other services[3]	131.5	136.8	137.9	.3	1.2	.8	4.6	4.3	4.9
Health services	–	–	–	.1	.8	1.0	–	4.2	5.1
Schools	133.7	141.5	141.7	.2	.9	.1	7.2	6.1	6.0
Elementary and secondary	134.6	143.0	143.2	.1	.7	.1	7.1	6.4	6.4
Public administration	130.3	136.8	138.0	.2	1.5	.9	5.3	5.1	5.9

– Data not available.

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

[3] Includes, for example, library, social, and health services.

WAGES AND SALARIES

Table 10. Employment Cost Index for wages and salaries only, by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986
Civilian workers[2]	124.2	128.3	129.3	0.9	1.0	0.8	4.5	4.2	4.1
Workers, by occupational group									
White-collar workers	126.4	131.2	132.4	1.0	1.1	.9	5.0	4.8	4.7
Blue-collar workers	120.5	123.4	124.1	1.0	.9	.6	3.8	3.4	3.0
Service workers	125.3	129.8	130.0	.4	.9	.2	4.6	4.0	3.8
Workers, by industry division									
Goods-producing [1]	121.5	124.4	125.6	1.0	1.1	1.0	4.3	3.4	3.4
Manufacturing	122.3	125.3	126.5	1.1	1.2	1.0	4.7	3.6	3.4
Service-producing [2]	125.8	130.7	131.5	.9	1.0	.6	4.6	4.8	4.5
Services	130.5	136.4	137.0	.6	1.2	.4	5.4	5.2	5.0
Health services	–	–	–	.7	1.1	.7	–	3.4	3.4
Public administration	127.2	133.6	134.6	.2	1.4	.6	4.9	5.4	5.8
Nonmanufacturing	125.0	129.6	130.4	.9	.9	.6	4.4	4.6	4.3
Private industry workers	123.3	126.8	127.9	1.1	1.0	.9	4.3	3.9	3.7
Workers, by occupational group									
White-collar workers	125.5	129.6	131.1	1.2	1.0	1.2	4.7	4.5	4.5
Blue-collar workers	120.3	123.1	123.7	1.0	.9	.5	3.8	3.4	2.8
Service occupations	124.4	128.0	128.0	.5	1.1	.0	4.3	3.4	2.9
Workers, by industry division									
Goods-producing [1]	121.4	124.2	125.4	1.0	1.1	1.0	4.3	3.3	3.3
Service-producing [2]	124.8	129.0	129.9	1.1	.9	.7	4.3	4.5	4.1
State and local government workers	128.7	135.5	136.0	.2	1.0	.4	5.5	5.5	5.7
Workers, by occupational group									
White-collar workers	129.6	136.6	137.0	.2	1.0	.3	5.8	5.6	5.7
Blue-collar workers	124.5	130.4	131.9	.2	1.6	1.2	4.1	5.0	5.9
Workers by industry division									
Services	129.7	136.8	137.1	.2	.9	.2	5.9	5.7	5.7
Hospitals and other services [3]	128.0	132.4	133.3	.2	1.1	.7	4.0	3.7	4.1
Health services	–	–	–	.1	.7	.7	–	3.7	4.3
Schools	130.2	138.0	138.2	.2	.7	.1	6.5	6.2	6.1
Elementary and secondary	131.1	139.4	139.4	.2	.6	.0	6.6	6.6	6.3
Public administration	127.2	133.8	134.6	.2	1.4	.6	4.9	5.4	5.8

– Data not available.

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

[3] Includes, for example, library, social, and health services.

Table 11. Employment Cost Index for wages and salaries, private industry workers, by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986
Private industry workers	125.2	128.9	129.9	0.8	1.1	0.8	4.2	3.8	3.8
Excluding sales workers	125.5	129.1	130.0	.8	1.2	.7	4.1	3.7	3.6
Workers, by occupational group									
White-collar occupations	127.1	131.3	132.5	1.0	1.2	.9	4.7	4.4	4.2
Excluding sales workers	128.1	132.2	133.4	1.1	1.4	.9	4.5	4.3	4.1
Professional specialty and technical	–	–	–	–	1.1	.7	–	–	–
Executive, administrative, and managerial	–	–	–	–	1.6	1.1	–	–	–
Administrative support, including clerical	–	–	–	–	1.3	.8	–	–	–
Blue-collar occupations	122.8	125.7	126.3	.7	1.0	.5	3.7	3.1	2.9
Precision production, craft, and repair	–	–	–	–	1.3	.5	–	–	–
Machine operators, assemblers, and inspectors	–	–	–	–	1.0	.5	–	–	–
Transportation and material moving	–	–	–	–	.6	.7	–	–	–
Handlers, equipment cleaners, helpers, and laborers	–	–	–	–	.6	.3	–	–	–
Service occupations	126.5	130.9	131.1	.2	1.1	.2	4.4	3.6	3.6
Workers, by industry division									
Goods-producing[1]	123.8	126.7	127.8	.7	1.1	.9	4.2	3.0	3.2
Construction	–	–	–	1.1	.3	1.6	–	2.8	3.3
Manufacturing	124.6	127.7	128.7	.6	1.3	.8	4.6	3.1	3.3
Durables	–	–	–	–	1.2	.5	–	–	–
Nondurables	–	–	–	–	1.3	1.3	–	–	–
Service-producing[2]	126.4	130.8	131.6	1.0	1.1	.6	4.2	4.5	4.1
Transportation and public utilities	–	–	–	.9	1.3	.2	–	4.0	3.4
Tranportation	–	–	–	.8	2.0	–.2	–	4.3	3.2
Public utilities	–	–	–	.8	.3	.5	–	3.7	3.4
Wholesale and retail trade	–	–	–	1.7	.6	.9	–	4.2	3.4
Retail trade	–	–	–	1.4	.4	.8	–	4.3	3.6
Finance, insurance, and real estate	–	–	–	–.2	.9	.8	–	4.3	5.3
Services	–	–	–	.8	1.5	.6	–	4.9	4.7
Health services	–	–	–	.7	1.2	.5	–	3.5	3.3
Nonmanufacturing	125.6	129.7	130.6	1.0	1.0	.7	4.1	4.3	4.0

– Data not available.

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

WAGES AND SALARIES

Table 12. Employment Cost Index for wages and salaries, private industry workers, by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1985	Mar. 1936	June 1986	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986
Private industry workers	123.3	126.8	127.9	1.1	1.0	0.9	4.3	3.9	3.7
Excluding sales workers	123.9	127.3	128.2	1.1	1.1	.7	4.4	3.9	3.5
Workers, by occupational group									
White-collar occupations	125.5	129.6	131.1	1.2	1.0	1.2	4.7	4.5	4.5
Excluding sales workers	127.1	131.1	132.4	1.2	1.3	1.0	4.7	4.4	4.2
Professional specialty and technical	128.7	132.7	134.0	.8	.9	1.0	4.0	3.9	4.1
Executive, administrative, and managerial	126.5	130.5	132.1	2.2	1.6	1.2	6.1	5.4	4.4
Sales	117.4	122.4	124.3	.9	-.1	1.6	4.9	5.2	5.9
Administrative support, including clerical	125.6	129.6	130.8	.7	1.3	.9	4.1	3.9	4.1
Blue-collar occupations	120.3	123.1	123.7	1.0	.9	.5	3.8	3.4	2.8
Precision production, craft, and repair	122.0	125.3	125.7	1.0	1.2	.3	4.0	3.7	3.0
Machine operators, assemblers, and inspectors	120.1	122.6	123.6	1.0	.8	.8	3.7	3.1	2.9
Transportation and material moving	115.7	118.0	118.9	1.0	.2	.8	2.7	3.1	2.8
Handlers, equipment cleaners, helpers, and laborers	118.5	120.0	120.3	1.5	.2	.3	3.9	2.8	1.5
Service occupations	124.4	128.0	128.0	.5	1.1	.0	4.3	3.4	2.9
Workers, by industry division									
Goods-producing[1]	121.4	124.2	125.4	1.0	1.1	1.0	4.3	3.3	3.3
Construction	116.6	118.3	119.8	1.0	.3	1.3	2.3	2.4	2.7
Manufacturing	122.3	125.3	126.5	1.1	1.2	1.0	4.7	3.6	3.4
Durables	122.0	124.8	125.8	1.2	1.1	.8	4.6	3.5	3.1
Nondurables	122.6	126.1	127.9	.8	1.2	1.4	4.7	3.7	4.3
Service producing[2]	124.8	129.0	129.9	1.1	.9	.7	4.3	4.5	4.1
Transportation and public utilities	122.8	126.3	126.6	.9	.9	.2	2.9	3.8	3.1
Tranportation	–	–	–	1.0	1.0	-.1	–	3.6	2.5
Public utilities	–	–	–	.7	.5	.8	–	4.0	4.1
Wholesale and retail trade	121.1	124.5	125.8	1.9	.6	1.0	4.4	4.8	3.9
Wholesale trade	126.8	129.7	131.2	2.5	1.1	1.2	5.7	4.9	3.5
Retail trade	118.9	122.5	123.7	1.7	.5	1.0	3.9	4.8	4.0
Finance, insurance, and real estate	121.7	126.6	128.0	-.2	.1	1.1	4.1	3.8	5.2
Services	131.0	136.2	136.9	.8	1.6	.5	5.1	4.8	4.5
Health services	–	–	–	.9	1.2	.8	–	3.3	3.2
Nonmanufacturing	123.9	127.7	128.7	1.1	.9	.8	4.1	4.2	3.9

– Data not available.

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

Table 13. Employment Cost Index, private industry workers, by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986
Workers, by bargaining status									
Union	125.5	128.4	128.7	0.6	1.0	0.2	3.1	2.9	2.5
Goods-producing[1]	123.9	126.4	126.7	.2	1.0	.2	2.9	2.3	2.3
Service-producing[2]	128.0	131.6	131.9	1.0	1.1	.2	3.6	3.9	3.0
Manufacturing	124.2	127.0	126.9	.0	1.2	-.1	3.1	2.3	2.2
Nonmanufacturing	126.6	129.7	130.4	1.0	.9	.5	3.1	3.5	3.0
Nonunion	125.0	129.0	130.2	1.0	1.2	.9	4.9	4.2	4.2
Goods-producing[1]	123.5	126.7	128.2	.9	1.3	1.2	5.5	3.5	3.8
Service-producing[2]	125.8	130.4	131.4	.9	1.1	.8	4.4	4.6	4.5
Manufacturing	124.8	128.1	129.7	1.0	1.4	1.2	5.9	3.6	3.9
Nonmanufacturing	125.1	129.5	130.4	1.0	1.1	.7	4.4	4.5	4.2
Workers, by region									
Northeast	126.4	131.6	133.3	1.0	1.3	1.3	4.7	5.2	5.5
South	125.2	128.7	129.6	.8	1.2	.7	3.7	3.6	3.5
Midwest (formerly North Central)	122.7	125.9	126.2	.6	1.0	.2	4.1	3.2	2.9
West	127.9	130.8	131.6	.9	.8	.6	4.7	3.2	2.9
Workers, by area size									
Metropolitan areas	125.7	129.5	130.5	.8	1.1	.8	4.2	3.8	3.8
Other areas	122.5	125.5	126.4	.9	1.3	.7	4.3	3.4	3.2

---

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table 14. Employment Cost Index for wages and salaries, private industry workers, by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986
Workers, by bargaining status									
Union	123.0	125.6	126.1	1.1	0.7	0.4	3.4	3.2	2.5
Goods-producing [1]	121.3	123.4	124.1	1.1	.6	.6	3.5	2.8	2.3
Service-producing [2]	125.7	129.0	129.3	1.2	.9	.2	3.1	3.9	2.9
Manufacturing	121.7	124.2	124.6	1.1	.7	.3	3.9	3.2	2.4
Nonmanufacturing	124.1	126.9	127.4	1.1	.8	.4	2.8	3.3	2.7
Nonunion	123.4	127.3	128.5	1.1	1.1	.9	4.8	4.3	4.1
Goods-producing [1]	121.4	124.5	126.1	1.0	1.2	1.3	4.9	3.6	3.9
Service-producing [2]	124.4	128.9	129.9	1.1	.9	.8	4.6	4.7	4.4
Manufacturing	122.8	126.1	127.7	1.1	1.4	1.3	5.4	3.8	4.0
Nonmanufacturing	123.6	127.8	128.9	1.1	.9	.9	4.5	4.5	4.3
Workers, by region									
Northeast	124.6	129.2	131.3	1.3	.9	1.6	4.8	5.0	5.4
South	123.4	126.8	127.8	.9	1.1	.8	3.7	3.7	3.6
Midwest (formerly North Central)	121.1	124.2	124.4	1.3	1.1	.2	4.4	3.8	2.7
West	125.1	128.1	128.9	.9	.8	.6	4.6	3.3	3.0
Workers, by area size									
Metropolitan areas	123.8	127.4	128.5	1.1	.9	.9	4.4	4.1	3.8
Other areas	120.6	123.6	124.5	.8	1.3	.7	4.0	3.3	3.2

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table 15. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending														
	1982	1983				1984				1985				1986	
	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	Ip	IIp
Compensation adjustments:[2]															
First year	3.2	2.6	3.1	2.4	3.4	4.8	4.7	4.2	3.6	3.4	3.4	3.1	2.7	2.3	1.5
Over life of contract[3]	2.8	2.9	3.6	3.0	3.0	3.6	3.5	3.2	2.8	2.6	2.7	2.7	2.8	2.6	2.0
Wage-rate adjustments in-															
All industries															
First year	3.8	3.0	2.7	2.2	2.6	3.5	3.5	3.2	2.4	2.4	2.4	2.4	2.3	2.0	1.7
Contracts with COLA clauses[4]	2.2	1.3	.8	.4	1.9	4.0	4.6	4.5	2.9	2.5	2.3	1.9	1.6	1.6	1.6
Contracts without COLA clauses	7.0	6.0	4.7	3.7	3.3	3.0	2.7	2.3	2.1	2.4	2.4	2.7	2.7	2.2	1.7
Over life of contract[3]	3.6	3.5	3.5	3.2	2.8	3.0	3.1	2.8	2.4	2.3	2.4	2.5	2.7	2.5	2.3
Contracts with COLA clauses	2.1	2.2	2.3	2.2	2.0	2.6	2.9	2.8	1.8	1.3	1.5	1.8	2.5	2.5	2.5
Contracts without COLA clauses	6.6	6.0	4.7	4.1	3.7	3.4	3.2	2.8	2.7	2.8	2.8	3.0	2.8	2.5	2.2
Manufacturing															
First year	2.8	1.5	1.2	.6	.4	2.6	3.0	2.6	2.3	2.1	2.0	1.5	.8	.9	.1
Contracts with COLA clauses	2.3	1.0	.4	−.2	−.7	2.4	3.2	1.5	2.1	2.0	1.9	1.5	.8	.8	.7
Contracts without COLA clauses	6.3	5.4	4.7	2.9	3.2	2.9	2.8	3.7	2.9	2.5	2.2	1.5	.9	.9	−.4
Over life of contracts[3]	2.6	2.2	2.5	2.3	2.1	2.8	3.1	2.8	1.5	1.4	1.5	1.6	1.8	1.8	1.4
Contracts with COLA clauses	2.1	1.8	2.0	1..8	1.4	2.2	2.8	1.8	1.0	.9	1.0	1.4	2.1	2.1	2.0
Contracts without COLA clauses	5.8	5.1	4.6	3.9	3.9	3.7	3.6	3.8	3.3	3.2	3.0	2.4	1.6	1.5	.9
Nonmanufacturing															
First year	4.8	5.0	3.8	3.3	3.8	3.8	3.7	3.3	2.5	2.6	2.7	3.2	3.3	2.8	2.7
Contracts with COLA clauses	1.9	2.4	1.7	1.7	4.4	4.9	5.2	5.4	5.5	5.1	4.3	4.0	3.6	3.5	3.2
Contracts without COLA clauses	7.2	6.2	4.7	3.9	3.3	3.0	2.6	2.1	2.0	2.4	2.5	3.0	3.3	2.7	2.6
Over life of contract[3]	4.7	5.4	4.2	3.9	3.2	3.1	3.0	2.8	2.9	2.8	2.9	3.3	3.3	3.0	2.9
Contracts with COLA clauses	2.1	3.5	3.1	3.1	2.6	2.9	3.0	3.1	4.8	4.0	3.8	3.9	3.6	3.6	3.3
Contracts without COLA clauses	6.9	6.2	4.7	4.1	3.7	3.3	3.0	2.6	2.6	2.7	2.8	3.2	3.3	2.9	2.8
Construction															
First year	6.5	5.2	2.6	1.6	1.5	1.2	.8	.9	.5	.9	1.1	1.0	1.5	1.7	2.4
Contracts with COLA clauses	−1.4	−2.3	−1.2	−.6	−.6	.1	−.4	4.0	4.0	4.6	9.2	–	–	–	.7
Contracts without COLA clauses	6.8	6.0	3.3	2.0	1.9	1.4	.9	.9	.4	.8	1.0	–	–	–	2.5
Over life of contract[3]	6.3	5.4	2.9	2.4	2.4	2.0	1.7	1.4	1.0	1.4	1.7	1.7	2.1	2.2	2.6
Contracts with COLA clauses	−.2	.8	.8	.9	.9	.7	.0	1.4	1.4	1.7	4.6	–	–	–	1.1
Contracts without COLA clauses	6.6	5.9	3.3	2.6	2.6	2.2	1.8	1.4	1.0	1.4	1.7	–	–	–	2.6

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

COLA = Cost of Living Adjustment.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 16. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] by year and quarter

Measure	Annual average						Quarterly average									
							1984				1985				1986	
	1980	1981	1982	1983	1984	1985	I	II	III	IV	I	II	III	IV	Ip	IIp
Compensation adjustments:[2]																
First year	10.4	10.2	3.2	3.4	3.6	2.6	5.1	3.5	2.7	3.7	3.6	3.5	2.0	2.0	.4	.7
Over life of contract[3]	7.1	8.3	2.8	2.8	3.0	2.7	4.7	3.2	3.1	2.0	2.7	3.4	3.0	1.4	1.3	1.6
Wage adjustments in—																
All industries:																
First year	9.5	9.8	3.8	2.6	2.4	2.3	2.8	2.6	2.1	2.3	3.3	2.5	2.0	2.1	1.0	1.3
Contracts with COLA clauses	8.0	8.0	2.2	1.9	2.9	1.6	4.7	1.3	1.5	2.6	2.4	1.5	.5	3.1	2.1	1.7
Contracts without COLA clauses	11.7	10.6	7.0	3.3	2.1	2.7	1.6	2.7	2.1	1.1	3.6	2.8	2.9	1.3	.8	1.2
Over life of contract[3]	7.1	7.9	3.6	2.8	2.4	2.7	3.2	2.7	2.6	1.5	3.2	2.8	3.1	1.9	1.6	2.0
Contracts with COLA clauses	5.0	5.5	2.1	2.0	1.8	2.5	4.4	1.3	1.6	1.3	1.8	2.4	2.6	2.7	2.2	1.9
Contracts without COLA clauses	10.3	8.8	6.6	3.7	2.7	2.8	2.6	2.9	2.7	2.1	3.5	2.9	3.3	1.3	1.5	2.0
Manufacturing:																
First year	7.4	7.2	2.8	.4	2.3	.8	2.5	2.5	2.3	2.2	.8	1.6	.5	.9	.9	-2.3
Contracts with COLA clauses	6.5	6.2	2.3	-.7	2.1	.8	2.7	1.4	.7	2.2	1.4	1.1	.1	1.8	1.4	1.4
Contracts without COLA clauses	10.3	7.6	6.3	3.2	2.9	.9	2.3	3.2	3.8	2.5	.5	2.2	1.1	.1	.7	-3.1
Over life of contract[3]	5.4	6.1	2.6	2.1	1.5	1.8	2.5	2.8	2.5	1.0	1.6	2.3	2.3	.9	1.5	.1
Contracts with COLA clauses	4.4	4.8	2.1	1.4	1.0	2.1	2.4	1.4	1.2	.8	1.1	2.1	2.4	1.6	1.5	1.4
Contracts without COLA clauses	8.9	6.6	5.8	3.9	1.6	3.3	2.6	3.5	3.8	3.5	2.0	2.7	2.1	.4	1.5	-.2
Nonmanufacturing:																
First year	10.9	11.2	4.8	3.8	2.5	3.3	2.9	2.6	2.0	2.5	4.7	2.8	3.6	3.4	1.0	2.5
Contracts with COLA clauses	9.7	8.9	1.9	4.4	5.5	3.6	5.9	1.1	5.0	5.0	5.0	2.1	3.1	4.6	3.5	1.8
Contracts without COLA clauses	12.2	12.1	7.2	3.3	2.0	3.3	2.7	1.9	.6	4.6	4.6	2.9	3.7	2.5	.8	2.7
Over life of contract[3]	8.3	8.8	4.7	3.2	2.9	3.3	3.6	2.7	2.6	2.8	4.0	3.0	3.9	2.9	1.7	2.6
Contracts with COLA clauses	5.7	5.8	2.1	2.6	4.8	3.6	5.5	.9	3.1	4.8	3.5	2.9	4.2	4.0	3.7	2.1
Contracts without COLA clauses	10.8	9.9	6.9	3.7	2.6	3.3	2.6	2.8	2.6	1.7	4.0	3.0	3.9	2.2	1.6	2.7
Construction:																
First year	13.6	13.5	6.5	1.5	.5	1.5	-3.6	1.1	2.0	-2.8	-.8	1.5	2.1	.6	1.8	2.8
Contracts with COLA clauses	13.9	8.8	1.4	-0.6	-	-	-	-	-	-	-	-	-	-	-	-
Contracts without COLA clauses	13.6	14.0	6.8	1.9	-	-	-	-	-	-	-	-	-	-	-	-
Over life of contract[3]	11.5	11.3	6.3	2.4	1.0	2.1	-2.8	1.4	2.1	-.8	.5	2.2	2.3	.6	2.5	2.8
Contracts with COLA clauses	8.8	8.4	-.2	0.9	-	-	-	-	-	-	-	-	-	-	-	-
Contracts without COLA clauses	12.0	11.6	6.6	2.2	-	-	-	-	-	-	-	-	-	-	-	-

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost of Living Adjustment clause.

NNOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 17. Average quarterly effective wage adjustments in agreements covering 1,000 workers or more, 1982–first quarter 1984
(In percent)

Characteristic	Annual average[1]				Quarterly average							
					1984		1985				1986	
	1982	1983	1984	1985	III	IV	I	II	III	IV	Ip	IIp
Total effective adjustments (prorated over all workers)	6.8	4.0	3.7	3.3	1.2	0.7	0.8	0.8	1.2	0.5	0.6	0.7
Source:												
Current settlements	1.7	.8	.8	.7	.3	.3	.1	.2	.2	.2	(1)	2
Prior agreements	3.6	2.5	2.0	1.8	.7	.2	.6	.5	.6	.2	.4	.6
Cost of living adjustment	1.4	.6	.9	.8	.3	.2	.1	.1	.4	.1	2	(2)
Industry												
Manufacturing	5.2	2.7	4.3	3.0	1.0	1.1	.9	.6	.8	.5	.8	3
Nonmanufacturing	7.9	4.8	3.3	3.6	1.3	.4	.7	1.0	1.4	.4	.4	1.0
Nonmanufacturing, excluding construction	7.1	5.0	3.4	3.7	1.4	.6	.9	.7	1.6	.5	.5	.8
Construction	9.7	4.4	2.9	3.0	.9	0.0	.1	1.8	.9	.1	.2	1.6
Transportation and public utilities	7.1	4.4	3.0	3.6	1.5	1.5	.6	.6	2.0	.3	.2	.9
Wholesale and retail trade	6.8	5.1	3.4	3.3	.7	.5	1.0	.8	.8	.7	.9	.6
Services	7.8	7.0	4.9	5.1	2.3	6	1.7	.9	1.8	.7	1.1	.4
Effective wage adjustment for workers receiving adjustments	7.2	4.7	4.4	4.1	3.6	2.7	2.6	2.5	2.9	1.5	1.9	1.8
Source:												
Current settlements	7.4	2.8	3.0	3.4	3.1	2.5	4.6	3.1	3.0	2.6	.9	2.3
Prior agreements	6.3	5.9	4.0	3.7	3.3	3.1	4.0	3.9	2.6	3.0	3.0	3.4
Cost-of-living adjustment	3.1	2.1	2.7	2.2	1.6	1.3	.5	.9	1.8	.5	.8	-.3
Total number of workers receiving wage change (in millions)	7.9	6.5	6.2	5.6	2.4	1.9	2.0	2.4	2.8	2.1	2.2	2.7
Source:												
Current settlements	1.9	2.3	1.9	1.4	.4	.9	.2	.5	.5	.4	.1	.5
Prior agreements	4.8	3.3	3.7	3.4	1.6	.4	1.0	.9	1.4	.5	.9	1.2
Cost-of-living adjustment	3.8	2.3	2.5	2.3	1.2	1.2	1.0	1.0	1.7	1.3	1.4	1.1
Number of workers not receiving a wage change (in thousands)	.5	1.2	1.1	1.4	4.9	5.5	4.9	4.6	4.1	4.8	4.7	4.2

[1] Between 0 and 0.5 percent.
[2] Between 0 and -0.05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.
p = preliminary.

Table 18. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	October 85	4.6	4.8	4.7	3.5	3.2
Northeast	July 85	5.1	5.1	5.5	3.7	4.7
Albany-Schenectady-Troy	September 85	3.4	7.5	3.1	2.9	3.1
Boston	August 85	5.5	5.0	4.8	4.2	5.5
Buffalo	October 85	4.7	3.9	3.4	3.6	4.4
Hartford	July 85	5.0	5.4	3.7	4.7	3.6
Nassau-Suffolk	August 85	5.6	5.6	2.4	4.7	4.9
Newark	January 86	5.0	6.4	5.2	4.7	3.7
New York	May 86	4.8	3.6	5.4	4.9	3.3
Northeast Pennsylvania	August 85	4.5	5.8	6.4	3.7	2.4
Paterson-Clifton-Passaic	June 85	6.3	4.5	-	5.0	5.9
Philadelphia	November 85	4.5	5.0	3.5	3.5	2.4
Pittsburgh	January 86	3.5	3.7	2.7	1.6	.4
Portland	December 85	4.9	4.9	-	4.6	5.0
Poughkeepsie	September 85	-	-	-	-	-
Poughkeepsie-Kingston-Newburgh	September 84	-	-	-	3.5	2.5
Providence-Warwick-Pawtucket	June 86	4.2	3.9	5.9	3.6	4.0
Trenton	November 85	4.8	4.9	-	3.9	-
Worcester	April 85	4.6	4.4	-	4.6	3.0
York	January 86	3.0	5.8	4.9	3.7	3.1
South	October 85	4.9	5.0	5.4	3.4	2.4
Atlanta	May 86	6.2	6.0	4.1	4.2	4.6
Baltimore	August 85	4.4	4.6	5.6	2.1	3.2
Chattanooga	September 85	4.2	-	-	2.5	1.3
Corpus Christi	July 85	-	-	-	.7	2.8
Dallas-Fort Worth	December 85	5.3	5.6	5.6	3.1	2.0
Daytona Beach	August 86	-	-	-	-	-
Gainesville	September 85	-	-	-	-	-
Greensboro-Winston-Salem-High Point	August 85	4.2	4.3	6.0	4.7	3.3
Greenville-Spartanburg	June 86	3.5	6.1	5.0	4.5	1.8
Houston	April 86	4.3	3.5	3.9	1.3	2.1
Huntsville	February 86	-	-	-	4.4	6.9
Jackson	January 86	4.7	4.4	-	2.7	1.3
Jacksonville	December 85	4.9	5.1	-	3.4	2.7
Louisville	November 85	4.4	4.1	6.8	3.2	4.0
Memphis	November 85	5.6	5.7	-	3.6	3.0
Miami	October 85	4.8	7.2	-	3.8	1.7
New Orleans	October 85	3.9	5.1	-	2.8	1.6
Norfolk-Virginia Beach-Portsmouth	May 86	4.4	5.6	2.9	1.9	
Oklahoma City	August 85	4.2	4.9	-	4.0	1.1
Richmond	June 86	4.3	8.0	5.6	3.4	2.5
San Antonio	May 85	4.3	4.4	5.5	2.2	.3
Washington	March 85	5.4	5.2	-	4.6	2.5
Midwest	October 85	4.3	4.5	3.7	3.6	3.5
Chicago	March 85	4.6	5.7	5.1	3.4	1.7
Cincinnati	July 85	4.4	5.5	4.7	3.5	2.2
Cleveland	September 85	4.1	4.0	3.8	4.7	1.4
Columbus	October 85	5.2	5.2	4.6	3.2	2.4
Davenport-Rock Island-Moline	February 86	3.3	3.9	4.1	2.8	3.2
Dayton	December 85	4.0	5.2	5.3	2.4	2.6
Detroit	April 85	4.1	3.6	1.2	3.9	3.0
Gary-Hammond-East Chicago	November 85	-	-	2.3	4.0	-
Green Bay	August 85	-	5.7	-	4.7	3.7
Indianapolis	October 85	4.4	4.4	4.6	3.3	3.6
Kansas City	September 85	4.4	7.4	3.1	4.4	3.1
Milwaukee	May 85	4.5	5.6	4.5	3.1	2.3
Minneapolis-St. Paul	January 86	5.3	4.5	5.0	3.2	2.7
Omaha	October 85	4.2	2.5	-	3.4	2.9
Saginaw	November 84	-	-	-	-	5.0
St. Louis	March 85	3.8	3.6	4.8	3.3	2.5

Table 18. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
South Bend	August 85	5.4	3.5	–	3.7	4.4
Toledo	June 86	5.2	3.5	3.7	3.3	2.9
Wichita	April 85	2.5	4.9	1.6	2.6	2.0
West	October 85	4.1	4.5	4.8	3.1	0.2
Anaheim-Santa Ana-Garden Grove	October 85	4.6	4.3	7.2	4.4	2.2
Billings	July 86	1.7	–	–	–	–
Denver-Boulder	December 85	2.6	3.9	4.2	2.9	.9
Fresno	June 85	4.7	–	–	3.3	–
Los Angeles-Long Beach	October 85	4.5	5.5	6.1	3.3	-1.0
Portland	June 86	4.3	5.5	–	.8	1.5
Sacramento	December 85	4.9	–	–	2.8	–
Salt Lake City-Ogden	November 85	4.2	5.4	–	3.1	2.8
San Diego	December 85	3.9	3.7	3.5	4.2	2.6
San Francisco-Oakland	March 85	4.6	3.3	4.3	3.0	-.1
San Jose	March 85	5.0	4.8	–	3.7	1.7
Seattle-Everett	December 85	.9	2.4	–	2.4	4.0

NOTE: Dashes indicate that data are not adequate for publication.

Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues.

Subject	Issues											
	1985				1986							
	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.
Major bargaining settlements in private industry	x							x	x			x
State and local government settlements	x								x			
Employment Cost Index quarterly article	x			x			x			x		x
Employment Cost Index historical table									x			
Major work stoppages in 1985							x					
Other articles			x[1]				x[2]					
Index to wage and benefit changes in preceding year						x						

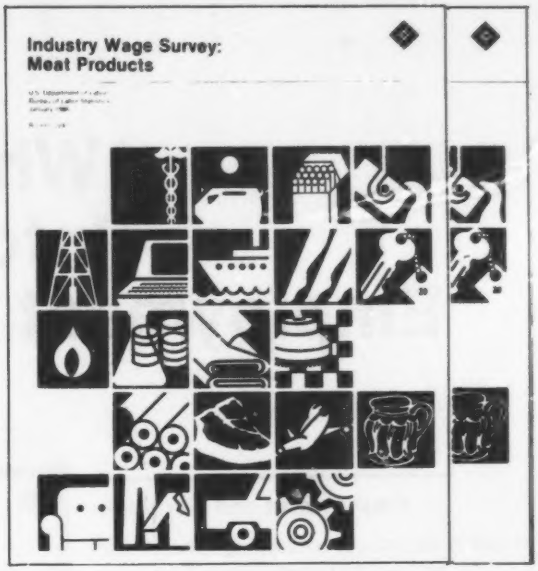
[1] Collective bargaining activity in 1986.

[2] Union membership of employed wage and salary workers.

Now available
from the
Bureau of Labor Statistics

Wage Surveys
for the following industries:

- **Meat Products**
- **Millwork**
- **Certificated Air Carriers**



Industry Wage Survey: Meat Products

Surveys include:

- Results from the latest BLS survey of wages and supplemental benefits.
- Detailed occupational data for the Nation, regions, and selected areas (where available).
- Data useful for wage and salary administration, union contract negotiation, arbitration, and Government policy considerations.

Where to send order:

Bureau of Labor Statistics
Publications Sales Center
P.O. Box 2145
Chicago, Ill. 60690

or

Superintendent of Documents
U.S. Government Printing Office
Washington, D.C. 20402

Order form

Please send:

☐ **Industry Wage Survey: Meat Products, June 1984,** Bulletin 2247, GPO Stock No. 029-001-02860-1, $6. Send______copies.
☐ **Industry Wage Survey: Millwork, September 1984,** Bulletin 2244, GPO Stock No. 029-001-02858-0, $2. Send______copies.
☐ **Industry Wage Survey: Certificated Air Carriers, June 1984,** Bulletin 2241, GPO Stock No. 029-001-02856-3, $2. Send______copies.

Total $______________

☐ Enclosed is a check or money order payable to Superintendent of Documents.

☐ Charge to GPO Deposit Account No. ______________________________

☐ Charge to MasterCard * Account No. ______________________ Expiration date __________

☐ Charge to VISA * Account No. ______________________ Expiration date __________

* Acceptable only on orders sent directly to Superintendent of Documents

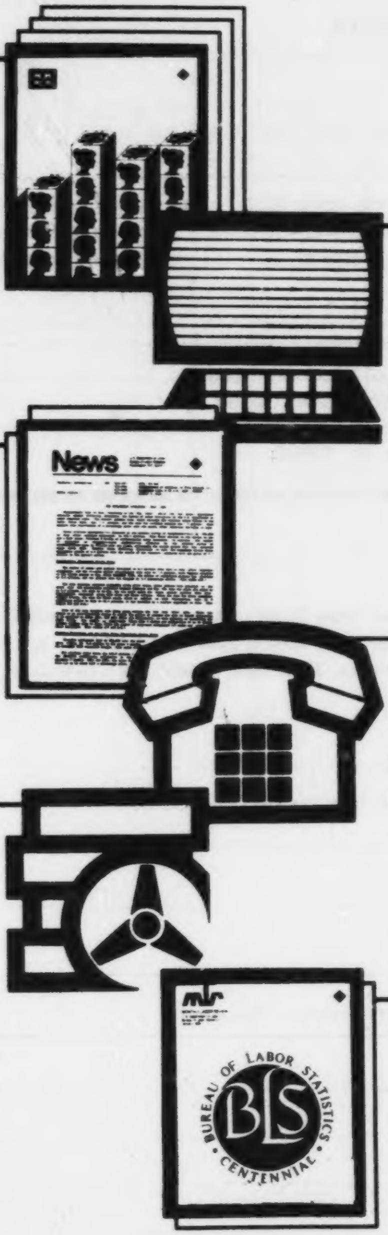
Name ______________________________

Organization (if applicable) ______________________________

Address ______________________________

City, State, Zip Code ______________________________

Where to Find Information on Employment and Unemployment



Employment and Earnings:

Monthly periodical containing labor force and establishment data. National, State, and area figures on employment, unemployment, hours, and earnings. Order *Employment and Earnings* from Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Includes text, statistical tables, and technical notes.

Electronic News Release:

Quickest. Accessible electronically immediately at release time through BLS news release service. Write the Office of Publications, Bureau of Labor Statistics, Washington, D.C. 20212, or call (202) 523-1913.

Employment Situation News Release:

Statistical summaries of this national monthly release reach the public about a week after the release date. Write: Inquiries and Correspondence, Bureau of Labor Statistics, Washington, D.C. 20212.

Telephone:

Quick summary on 24-hour recorded message. Key numbers, plus other BLS indicators and upcoming release dates. Call (202) 523-9658.

Machine-Readable Form:

Labor force data from the household survey and employment, hours, and earnings data from the establishment survey are available on both computer tape and diskette. For information, write the Office of Publications, Bureau of Labor Statistics, Washington, D.C. 20212 or call (202) 523-1090.

Monthly Labor Review:

Employment and unemployment statistics included in monthly 40-page summary of BLS data and in analytical articles. Available from the Superintendent of Documents, U.S. Government Printing Office Washington, D.C. 20402.

U.S. Department of Labor
Bureau of Labor Statistics
Washington, D.C. 20212

Official Business
Penalty for private use, $300

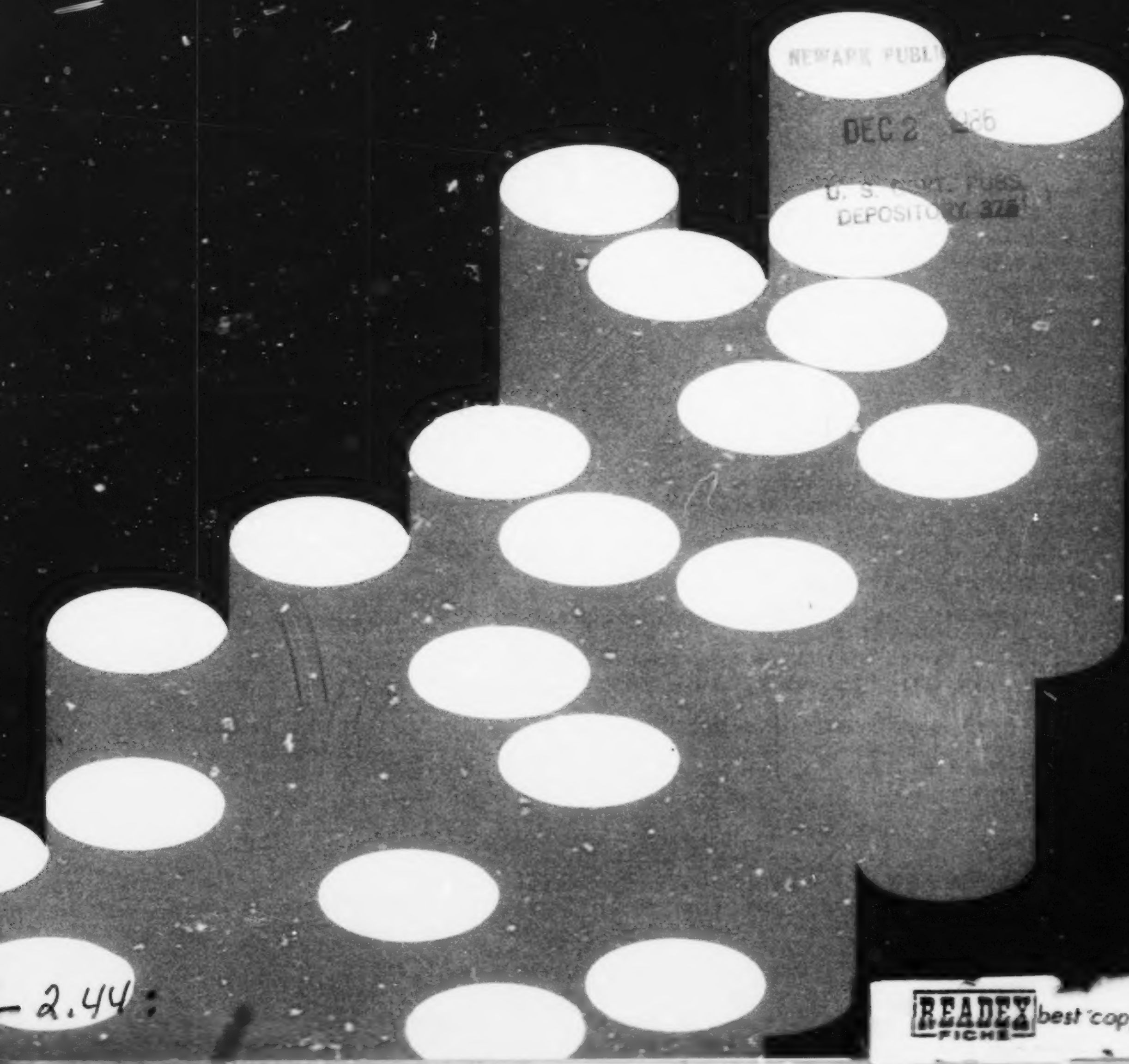
Second-Class Mail
Postage and Fees Paid
U.S. Department of Labor
ISSN 0192-8163

38/10

CWD

CURRENT WAGE DEVELOPMENTS

U.S. Department of Labor
Bureau of Labor Statistics
October 1986



NEWARK PUBLI
DEC 2 1986
U. S. GOVT. PUBS.
DEPOSITORY 375

-2.44:

READEX FICHE best copy available

U.S. DEPARTMENT OF LABOR
William E. Brock, Secretary

BUREAU OF LABOR STATISTICS
Janet L. Norwood, Commissioner

Office of Wages and Industrial Relations
George L. Stelluto, Associate Commissioner

Current Wage Developments is a monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. It is prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

This publication is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $12 domestic; $15 foreign. Single copy $2.75 domestic; $3.44 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through May 30, 1987. Second-class postage paid at Washington, D.C. and at additional mailing offices.

Unless identified as copyrighted, articles and tabulations in this publication are in the public domain and may be reproduced without permission of the Federal Government. Please credit *Current Wage Developments*, Bureau of Labor Statistics.

ISSN 0192-8163

Regional Commissioners for Bureau of Labor Statistics

Region I—Boston: *Anthony J. Ferrara*
1603 John F. Kennedy Federal Building, Government Center,
Boston, Mass. 02203
Phone: (617) 223-6761
Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

Region II—New York: *Samuel M. Ehrenhalt*
1515 Broadway, Suite 3400, New York, N.Y. 10036
Phone: (212) 944-3121
New Jersey
New York
Puerto Rico
Virgin Islands

Region III—Philadelphia: *Alvin I. Margulis*
3535 Market Street
P.O. Box 13309, Philadelphia, Pa. 19101
Phone: (215) 596-1154
Delaware
District of Columbia
Maryland
Pennsylvania
Virginia
West Virginia

Region IV—Atlanta: *Donald M. Cruse*
1371 Peachtree Street, N.E., Atlanta, Ga. 30367
Phone: (404) 347-4418
Alabama
Florida
Georgia
Kentucky
Mississippi
North Carolina
South Carolina
Tennessee

Region V—Chicago: *Lois L. Orr*
9th Floor, Federal Office Building, 230 S. Dearborn Street
Chicago, Ill. 60604
Phone: (312) 353-1880
Illinois
Indiana
Michigan
Minnesota
Ohio
Wisconsin

Region VI—Dallas: *Bryan Richey*
Federal Building, Room 221
525 Griffin Street, Dallas, Texas 75202
Phone: (214) 767-6971
Arkansas
Louisiana
New Mexico
Oklahoma
Texas

Regions VII and VIII—Kansas City: *Gunnar Engen*
911 Walnut Street, Kansas City, Mo. 64106
Phone: (816) 374-2481
VII
Iowa
Kansas
Missouri
Nebraska
VIII
Colorado
Montana
North Dakota
South Dakota
Utah
Wyoming

Regions IX and X—San Francisco: *Sam M. Hirabayashi*
450 Golden Gate Avenue, Box 36017
San Francisco, Calif. 94102
Phone: (415) 556-4678
IX
American Samoa
Arizona
California
Guam
Hawaii
Nevada
Trust Territory of the Pacific Islands
X
Alaska
Idaho
Oregon
Washington

Current Wage Developments

October 1986
(Includes data through September 1986)
Volume 38 Number 10

Editors: George Ruben, Olivia G. Amiss

In this issue:

Wage Highlights 1

Selected wage and benefit changes 5

Manufacturing 5

Food and kindred products 5
Textile mill products 5
Apparel and other textile products 6
Furniture and fixtures 6
Paper and allied products 6
Printing and publishing 6
Chemicals and allied products 7
Rubber and miscellaneous plastics products 7
Stone, clay and glass products 7
Primary metal industries 7
Fabricated metal products 8
Machinery, except electrical 9
Electrical and electronic equipment 10
Transportation equipment 11

Nonmanufacturing 12

Mining 12
Construction 12
Transportation and public utilities 15
Wholesale and retail trade 17
Services 18
Pubic administration 23

Work stoppages 27

Major agreements expiring in November 29

Statistics on compensation changes 30

Definition of terms 30
Tables 32

Calendar of features 50

Wage Highlights

Hormel, Oscar Mayer accords. In the meat processing industry, a long dispute that pitted employees against management and a local union against the parent United Food and Commerical Workers apparently ended when the UFCW settled with Geo. A Hormel and Co's flagship plant in Austin, MN. Concurrent with the Austin accord, Hormel and the UFCW also negotiated a new contract for seven plants in six States. The difficulties at the Austin plant, which included a "corporate campaign" against Hormel that was initiated by union Local P-9 before the UFCW removed its officers and a yearlong strike that ended with the contract settlement, can be traced through a number of developments in recent years:

- In 1982, Local P-9 agreed to a 3-year contract that included a no-strike guarantee, as well as elimination of an incentive pay plan. In return for these inducements to locate a new $100 million plant in Austin, Hormel pledged to maintain the employees' standard wage rate at the same level as at other major companies in the industry.

- In 1983, the industry was hit by bankruptcies and plant closings, leading to cuts in the previous $10.69 an hour standard pay rate. Hormel pressed employees at all eight of its plants for similar cuts to remain competitive. Unlike employees at the other plants, those in Austin rejected the offer, contending that the "me-too" clause in their contract was only intended to raise wages. An arbitrator later ruled that Hormel could cut the rate at Austin to between $8 and $9 an hour.

- In 1984, employees of the seven other plants negotiated with Hormel on the issue and settled on an immediate $9 rate, rising to $10 in September 1985. Austin employees rejected the proposal and initiated the corporate campaign to bring consumer pressure against Hormel. At the same time, Hormel cut the pay rate to $8.25 at Austin. Leaders of the parent union condemned Local P-9's action in breaking ranks with the other locals and questioned the value of the corporate campaign. Despite the condemnation, the local did not change tactics.

- In August 1985, 1,400 employees struck the plant after negotiators failed to agree on a new contract to succeed the 1982 contract. To increase pressure on the company, Local P-9 accelerated the corporate campaign, which was declared to be an illegal secondary boycott in a National Labor Relations Board ruling issued the following month.

- In January 1986, Hormel began hiring replacements for the strikers, leading to intensified picketing at the plant and a callup of the National Guard, as well as efforts by picketers to increase pressure on Hormel by traveling to other company plants. This led to the firing of 500 workers at the Ottumwa, IA, plant for honoring the roving picket line. At the end of the month, Hormel said that it had nearly a full work force, comprising 550 returning strikers and 550 replacements.

- In March 1986, the UFCW declared the strike a lost cause and moved to place Local P-9 in trusteeship, leading to legal actions that culminated in a ruling that the UFCW's action was proper.

- In July 1986, some of the former strikers formed the North American Meatpackers Union in an attempt to eventually supplant the UFCW as bargaining agent for the Austin employees.

- In August 1986, Hormel and the UFCW settled for the Austin operations. The accord provides for pay increases totaling 70 cents an hour for the strikers who returned to work in January. The replacement workers hired in January also will move up to $10.70 an hour over the contract term. Previously, they were paid $8 an hour to start and a maximum of $9 later. The union did not win immediate rehiring of the strikers who remained out until the stoppage was concluded but Hormel did agree that for 2 years they will have priority in filling openings that occur.

The new Austin contract runs for 4 years, compared with 3 years for the other locations, where concurrent settlements resulted in the same pay rates as Austin. Hormel agreed that in the 1990 negotiations for the seven plants, it will agree to a common contract expiration date at all locations, including Austin, a major union goal to strengthen its bargaining position. The seven plants are in Fremont, NE; Beloit, WI; Algona, IA; Charlotte, NC; Dallas and Houston, TX; and Atlanta, GA.

In another development, an arbitrator ordered Hormel to rehire the 500 workers it had fired in January for refusing to cross picket lines. Hormel accepted in principle but noted that the January shutdown of part of the Ottumwa facility precluded rehiring all of the workers.

Elsewhere in meat processing, the UFCW settled with Oscar Mayer & Co. for 2,300 workers in Davenport, IA; Madison, WI; and Chicago, Il. The 3-year accord provides for wage increases totaling 65 cents an hour, bringing the standard rate to $10.70; a new supplemental retirement plan; an additional paid holiday; and health care improvements.

Steel industry developments. The financially beleagured steel industry continued to suffer, as USX Corp. and Timken Co., were involved in work stoppages, LTV Corp. filed for bankruptcy, and Armco Inc. was unable to negotiate the cuts in labor costs it had sought at its Middletown, OH, mill.

The Armco settlement with the Armco Employees Independent Federation does provide for a wage and benefit freeze for the 42-month contract term but the company had been seeking a pay cut of more than 75 cents an hour, cuts in holiday, vacation, and insurance benefits, and adoption of a two-tier pay system.

Armco said that it accepted the terms, which ended a 5-day strike by the 4,200 employees, "primarily in the interest of the customer (and out of) growing concern for the company's financial position." Armco's ability to sustain a long strike was hampered by its financial commitments, including an $85 million pension payment due on September 5.

Despite the company's dissatisfaction with the overall settlement, it did win the right to reopen negotiations in March of 1988 and 1989 if the mill fails to earn $50 million before taxes on operations during the preceding calendar year. The union insisted that even if earnings are below $50 million, the provision could be exercised only with its consent.

At USX Corp., there was a continuing dispute over which side impelled the work stoppage that began on August 1, when the previous contract expired. The United Steelworkers contended that the stoppage was a lockout, which would enable the idled employees to draw State unemployment benefits. According to USX the stoppage was a strike, precluding the employees from drawing unemployment benefits. There was no single answer from the affected States. Pennsylvania, Ohio, Alabama, and Minnesota ruled that the stoppage was a lockout, while Illinois and Utah held that it was a strike. In some cases, the rulings were being appealed.

Both the company and the United Steelworkers viewed the stoppage at Timken Co. as a strike. The 5,800 employees walked out of the three Ohio plants on September 15, after the company demanded a 60-cent-an-hour wage decrease and the union countered by offering a wage and benefit freeze.

Certainly the most important recent development in the industry was LTV Corp.'s filing for protection from creditors under chapter 11 of the bankruptcy code, which came on July 17. At the time, the Nation's second largest steel producer reported assets of $6.14 billion and liabilities of $4.59 billion. The attempt to reorganize and return to profitability came just months after the United Steelworkers had agreed to a $3.15 an hour cut in wages and benefits to aid the company, which has suffered $1.7 billion in losses since 1982. (See *Current Wage Developments*, May 1986, p. 6.) The bankruptcy filing meant that further compensation cuts might be required of the employees, particularly after LTV officially informed the union on September 24 that it wanted to renegotiate the April contract. The union's initial response was that it would not automatically agree to the proposal. The filing also had broader implications, raising the possibility that other companies that had already settled would press for renegotiation of their contracts to remain competitive with LTV.

In conjunction with the chapter 11 filing, LTV canceled health and life insurance benefits for 76,000 retirees, including 61,000 formerly represented by the union. This triggered a strike by 4,400 workers at LTV's Indiana Harbor Works in East Chicago, IN, as well as legal action by the Steelworkers to force a restoration of the benefits. The strike ended after 5 days when the bankruptcy judge acceded to LTV's request for permission to restore the benefits. The company said that ending the walkout was vital to improving its financial condition.

In another indication of LTV's difficult financial condition, the company asked the Pension Benefit Guaranty Corp. (PBGC) to assume payments to workers covered by one pension plan and the PBGC itself moved to take control of another underfunded plan. These moves, combined with a possible PBGC takeover of two other LTV pension plans, could raise the PBGC's obligation to $2.5 billion.

Auto industry developments. General Motors Corp. moved to reduce operating costs by announcing "incentives" to resign or retire that could be offered to any white-collar employee of the company's North American automotive operations. This was part of the company's announced plan to reduce its white-collar work force by 25 percent by 1989. GM currently has 133,000 salaried employees involved in automotive production in the United States and 9,000 in Canada.

The announcement was applauded by industry observers who contended that GM is overstaffed compared with Ford Motor Co. and Chrysler Corp., which have been reducing their white-collar staffs since the early 1980's. GM did offer departure inducements to white-collar workers in 1984, and an undisclosed number of employees accepted.

Another step toward the expected 1988 opening of "Chrysler Electronics City" in Huntsville, AL, occurred when the company and Auto Workers Local 1413 agreed on a 5-year contract to become effective in 1988. The favorable vote by the local union's members, who are employed at other Chrysler facilities in the area, was 706 to 256. A union official said the contract will provide for "substantial" wage increases, a reduction in job classifications, and "pay-for-knowledge" provisions under which employees will receive higher pay for mastering more than one job.

The plant, covering 750,000 square feet on a 325 acre site, will produce electronic components for Chrysler vehicles.

Chrysler said that it hopes to attract some of its suppliers to the site. The plant is expected to employ 2,500 UAW members.

In an earlier and very unusual development in the industry, Chrysler contracted out production of its large, rear-drive cars to American Motors Corp. Chrysler said the farm-out was necessitated by the planned conversion of its St. Louis plant from large car to van production and by the unexpected continuing high demand for the large cars.

A major factor in winning the production contract was an agreement between AMC and Local 72 of the Auto Workers that lowered labor costs at the company's Kenosha, WI, plant, where the Chrysler cars will be produced on an assembly line that had been idle because of slow sales of AMC cars. The plant's other assembly line will continue to assemble AMC cars.

The AMC -Local 72 accord cut the 162 total job classifications to 14 for skilled trades workers and to 32 for other workers. The number of classifications itself was a difficult issue but a settlement did not come until the bargainers agreed on the precise duties each classification will include.

Locals of the Machinists and Teamsters unions also aided in the winning of the production contract by agreeing to cost-cutting measures for about 400 employees in Kenosha. UAW Local 75 also agreed to a cut in job classifications and other contract changes at AMC's parts plants in Milwaukee.

According to Chrysler, the production contract was expected to run for 2½ years, with an option of extension. Despite the pickup in production, which was expected to result in the recall of more than 3,000 laid-off AMC employees, the company continued saying that it considered the Kenosha facility to be obsolete and that it was considering the possibility of opening a replacement plant in Kenosha, or elsewhere in the United States.

Early glass settlements. In the glass container industry, 17,000 workers negotiated a restoration of a 31-cent-an-hour scheduled wage increase they had given up in 1985 when the employers were experiencing financial problems. The 1985 settlements had also extended the existing agreement by 1 year, to March 31, 1987. Under the 1986 settlement, which came during a period of improved profits, the contract was extended to March 31, 1990, with provision for a 21 cents wage increase in April 1987, 26 cents in April 1988, and 31 cents in April 1989. Prior to the settlement, the average wage was $9.40.

Pensions were increased effective in April 1988 for all employees who retire after April 1986. The employees' cost for health insurance was increased but the companies did agree to pay more into a trust fund for retirees health coverage. They also agreed to assume the workers 50 percent share of a 10-cents-an-hour payment into an industry promotion fund.

The companies that settled with the Glass, Pottery, Plastic and Allied Workers union were Brockway Inc., for 6,500 workers; Anchor-Hocking Corp. (4,300); Foster Forbes Glass Co. (3,000); Incon Packaging Inc. (2,100); and Ball Corp. (1,100 workers). Negotiations were continuing with Owens Illinois Inc. for 12,000 workers and with Diamond-Bathurst for 5,000.

Hotel and casino accords. More than 20,000 members of the Hotel Employees and Restaurant Employees were covered by settlements in three cities. In Atlantic City, NJ, workers settled with seven casino-hotels, ending a 1-day strike. The settlement covered 13,000 people, including employees of three operations that were not struck in return for assurances that they would accept the same terms as the other casino-hotels. The settlement, reached under a contract reopening provision, extended the contract by 1 year, and provides for 10- to 20-cents-an-hour pay increases in 1986 and 1987.

In Washington, DC, Local 25 negotiated a 3-year contract that covered more than 6,000 employees of 17 hotels in the employers' bargaining association and 11 other hotels that accepted the same terms. The accord provides for 5-percent pay increases in each year, bringing the average pay of housekeepers, dishwashers, and food service workers to $8 an hour.

In San Francisco, Local 2 settled for 2,150 employees of six large hotels and it was pressing 32 hotels to accept the same terms. During the 3-year contract term, employees will receive annual pay increases of 15 cents an hour for those who receive tips and 35 cents for those who do not, as well as improvements in overtime pay, sick leave, and medical and pension benefits.

Grocery store settlements. In Washington, DC, and nearby Maryland and Virginia, 18,500 employees of Safeway Stores Inc. and Giant Food Inc. were covered by a 3-year contract negotiated by Local 400 of the United Food and Commercial Workers. Similar terms also were negotiated by Local 27 for 7,000 employees in the Baltimore, MD, area.

Under the Local 400 settlement, employees hired before the October 1983 effective date of the prior contract did not receive wage increases. However, they will receive six semiannual lump-sum payments, each ranging from $175 to $500, depending on their assignment and number of hours worked. Workers hired later will receive wage increases of $1.30 an hour, narrowing the differential with the longer-service employees that resulted from adoption of a two-tier pay system in 1983. The negotiators eliminated two-tier insurance benefits by adopting a uniform program for all full-time employees and another less generous program for all part-time employees.

Pension rates for employees hired prior to October 1983 were increased to $32 a month (from $20) for each year of credited future service for full-time employees and to $20 (from $16) for part timers. For employees hired later, the rates were increased to $13.20 for full timers and to $6.60 for part timers. All of the 2,300 employees who retired prior to January 1, 1986, will receive 3-percent increases in their benefits on January 1 of 1987, 1988, and 1989.

Elsewhere in the industry, 650 members of UFCW Local 23 agreed to pay cuts of 24 cents to $1.15 an hour in a settlement with 12 Kroger Co. stores in eastern Ohio and nearby West Virginia. James Bos, a company labor relations official, said that the pay cuts and other negotiated labor-cost savings could lead to expansion of operations in the Ohio Valley area, despite intense competition from nonunion stores.

The impact of the pay cut will be reduced by a provision for one-time lump-sum payments in late 1986 equal to the individual's cut in hourly pay multiplied by the number of hours worked between October 1985 and October 1986. There will not be any other such payments under the 5-year contract but a new profit-sharing plan provides for possible annual distributions beginning in March 1988. Each worker's share of any distribution will be proportional to earnings lost as a result of the pay cut. In each of the last 2 years of the contracts, full-time employees will be guaranteed minimum payments of $300 and part timers will be guaranteed $150.

Other changes that will reduce labor costs include a "buy out" offer under which top-scale full-time employees will receive $8,000 for resigning and top-scale part timers will receive $4,000; 5 weeks' maximum paid vacation, instead of 6 weeks; two paid personal leave days per year, instead of five; a $19.88 reduction in Kroger's $247.88 a month financing of insurance benefits; and expanded duties for meat clerks. Kroger estimated that all of the contract changes would result in a cost saving of about $2 an hour.

Lead-off shipbuilding accord. Bargaining in the West Coast shipbuilding industry led off with a settlement between Todd Shipyard Corp.'s Los Angeles shipyard and Local 9 of the Marine and Shipbuilding Workers. The 3-year accord could set a pattern for settlements between other shipyards and the Pacific Coast Metal Trades Council, comprising 11 unions with 10,000 members. Since the 1950's, the employers had bargained with the Trades Council as a unit, the Pacific Coast Shipbuilders Association, but the member companies decided to bargain individually in 1986.

The 3-year Todd agreement froze top pay rates, leaving most workers at the $13.48 an hour rate that applies to nearly all trades. There was a change in pay progression, with new employees starting at $9.50 an hour and moving to the top rate after 3 years. Previously, they started at $8.50. Todd also agreed to take over a union-administered pension and benefit plan, to establish a Health Maintenance Organization, to offer dental coverage, and to increase sickness and accident benefits.

Selected Wage and Benefit Changes

Current provisions of collective bargaining agreements are summarized below. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements.

Coverage generally is limited to actions affecting 1,000 workers or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
MANUFACTURING		
FOOD AND KINDRED PRODUCTS		
H.J. Heinz, Heinz USA National United Food and Commercial Workers—2,600	4 cent decrease 9/1/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.
Pet Inc. Various locations Teamsters (Ind.)—1,000	4.5 percent 10/1/86	Deferred increase negotiated 2/25/85 (CWD Apr. 1985); see CWD Oct. 1985.
General Food Corp., Jell-O Dover Operations Dover, DE Food and Commercial Workers —900	49 cents 10/1/86	Deferred increase negotiated 5/20/84 (CWD Nov. 1984); see CWD Oct. 1985.
Northern California Associated Bakery Employers Assn. California Teamsters (Ind.)—3,200	$5 week-drivers $6 week-transport and inside workers 10/1/86	Deferred increase negotiated 2/21/85 (CWD May 1985); see CWD Oct. 1985.
TEXTILE MILL PRODUCTS		
Fieldcrest Mills, Inc. South Atlantic States Clothing and Textile Workers 5,500	4.5 percent 8/86	Negotiated 8/10/86 under wage reopener; see CWD April 1984.
J.P Steven & Co. Roanoke Rapids, NC Clothing and Textile Workers —3,500	4.5 percent 8/86	Negotiated 8/10/86 under wage reopener; see CWD July 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
APPAREL AND OTHER TEXTILE PRODUCTS		
Associated Garment Industries of St. Louis IL, MO, OK, and NY Ladies' Garment Workers—3,000	6 percent 10/16/85	Deferred increase negotiated 10/15/85 (CWD Jan. 1986.)
National Neckwear Conference; Bow Tie Manufacturers and other independent companies New York, NY Clothing and Textile Workers —2,000	35 cents 9/1/86	4-year agreement negotiated 9/9/86 also provided: 35 cents on 9/1/87, 20 cents on 9/1/88, and 20 cents on 9/1/89; benefit levels maintained see CWD Sept. 1985.
Lingerie Manufacturers Assn. of New York, Inc.; Negligee Manufacturers Assn. of New York Inc.; and Allied Underwear Assn. Inc. New York, NY Ladies' Garment Workers—3,000	5 percent 10/4/85	Deferred increase negotiated 6/14/84 (CWD Aug. 1984); see CWD Sept. 1985.
FURNITURE AND FIXTURES		
Simmons Co. Various locations Upholsterers International Union —1,475	20 cents 10/28/86	Deferred increase negotiated 10/28/85 (CWD Feb. 1986).
Southern California Cabinet Manufacturers California Carpenters—900	15 cents 8/1/86	2-year agreement negotiated 7/24/86 also provided: 10 cents general wage increase on 8/1/87; \$206 per month health and welfare contribution on 8/1/86 (was \$180) and \$232 on 8/1/87; see Oct. 1985.
PAPER AND ALLIED PRODUCTS		
Weyerhaeuser Co. Plymouth, NC Paperworkers—1,350	\$1,200 lump sum 8/1/86	3-year agreement negotiated 8/23/86 also provided: 3 percent general wage increase on 8/1/87 and 2½ percent on 8/1/88; 17 cents hour 2d shift differential and 24 cents 3d shift on 8/1/86 (was 16 cents and 23 cents); \$19,000 to \$23,500 life insurance benefit on 8/1/86 (was \$18,000 to \$22,500); \$20,000 to \$24,500 on 8/1/87 and \$21,000 to \$25,500 on 8/1/88; \$20 month pension per year of service on 8/1/86 (was \$19) \$\$21 on 8/1/88; \$1,000 dental benefits on 8/1/86 (was \$600); see CWD Aug. 1985.
Potlatch Corp., Northwest Paper Division Cloquet and Brainerd, MN Paperworkers—1,450	\$1,000 lump sum 6/15/86	3-year agreement negotiated 8/20/86 also provided: 3 percent general wage increase on 6/15/87 and \$1,200 lump sum on 6/15/88; \$19,000 life insurance on 6/15/86 (was \$18,000), \$20,000 on 6/15/87 and \$21,000 on 6/15/88; \$230 week sickness and accident on 6/15/86 (was \$220), \$240 on 6/15/87, and \$250 on 6/15/88; \$20 month pension per year of service on 6/15/86 (was \$19), \$21 on 6/15/87 and \$22 on 6/15/88; see CWD June 1985.
PRINTING AND PUBLISHING		
National Sample Card Manufacturers Assn., Inc. New York, NY Paperworkers—1,700	5 percent 11/15/86	Deferred increase negotiated 11/15/84 (CWD Jan. 1985); see CWD Nov. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
CHEMICALS AND ALLIED PRODUCTS		
Colgate-Palmolive National Various—2,000	3.6 percent 11/10/86	Deferred increase negotiated 11/10/85 (CWD Feb. 1986.)
Union Carbide Corp., Gaseous Diffusion Div. Oak Ridge, TN Oil, Chemical and Atomic Workers—1,300	4 percent 10/15/86	Deferred increase negotiated 10/15/84 (CWD Dec. 1984); see CWD Oct. 1986.
Miles Laboratories Inc. Elkhart, IN Steelworkers—900	5 cents 10/1/86	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1986.
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS		
General Motors Corp., Inland Div. Dayton, OH Rubber Workers—4,000	1 cent 9/6/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
STONE, CLAY, AND GLASS PRODUCTS		
Glass Container Industrial Relations Council, Mold Making Department Various locations Flint Glass Workers—3,500	No wage change 4/86	1-year agreement negotiated 4/86 extended current contract 8 months.
PRIMARY METAL INDUSTRIES		
Aluminum Co. of America and Reynolds Metals Co. Various locations Aluminum, Brick and Glass Workers—14,000	No change 7/3/86	3-year agreement negotiated 7/86 also provided: cost-of-living adjustment continues to pay 1 cent for each .3 point change in BLS-CPI-W but triggered after index increases by 3 percent; COLA float reduced to 9.4 cents (was 63 cents) with 53.6 cents going to 401K plan; eliminated extended vacation program which provided a 10-week vacation once in every 7 years; eliminated vacation bonus (was $30-$112.50 per week); choice of first dollar coverage or comprehensive medical plan, if comprehensive plan is chosen, employee will receive an annual lump-sum payment of $490 for family or $190 for individual; settlement preceded by 5-week strike at Aluminum Co. of America; see CWD Apr. 1986.
Aluminum Co. of America and Reynolds Metals Co. Various locations Steelworkers—11,000	No change 7/3/86	3-year agreement negotiated 7/86 also provided: cost-of-living adjustment continues to pay 1 cent for each .3 point change in BLS-CPI-W but triggered after index increases by 3 percent; COLA float reduced to 30.4 cents (was 63 cents); eliminated extended vacation program which provided a 10 week vacation once in every 7 years; eliminated vacation bonus (was $30-$112.50 per week); established profit sharing study committee; settlement preceded by 5-week strike at Aluminum Co. of America; see CWD Apr. 1986.
Armco Inc. Butler, PA Butler Armco Independent Union (Ind.)—2,100	50 cents decrease 7/1/86	38-month agreement negotiated 7/1/86 also provided: quarterly cost-of-living adjustment suspended; established an uncapped profit-sharing plan; no recent listing.
Arsarco, Inc. TX, AZ, and WA Steelworkers; Operating Engineers; Electrical Workers (IBEW) and Teamsters (Ind.)—2,000	$3.50 decrease 7/1/86	3-year agreement negotiated 7/1/86 also provided: 75 cents increase 7/1/87, $1 7/1/88; suspended cost-of-living adjustment for duration of agreement; $100 individual and $300 family deductible for health insurance; established 401K plan; extended recall rights for laid-off employees to 30 months; see CWD Nov. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
PRIMARY METAL INDUSTRIES—Continued		
Armco Inc. Middletown and New Miami, OH Armco Employees Independent Federation, Inc. (Ind.)—4,300	No wage change 8/31/86	4-year agreement negotiated 8/31/86 also provided: quarterly cost-of-living adjustment suspended; no other wage or benefit changes; no recent listing.
Consolidated Aluminum Co. Hannibal, OH Steelworkers—800	No change 6/1/86	1-year agreement negotiated 5/86 also provided: no change in wages or benefits; quarterly cost-of-living adjustment continued providing 1 cent for each .26 point change in BLS-CPI-W after CPI has increased by 4½ percent; see CWD Apr. 1986.
Northwestern Steel and Wire Co. Sterling, IL Steelworkers—2,400	No change 8/1/86	3-year agreement negotiated 8/1/86 provided: no changes in wages or benefits; see CWD Aug. 1983.
Acme Steel Co. (formerly Interlake, Inc.) Riverdale, IL Steelworkers—1,050	32 cent decrease 9/1/86	3-year agreement negotiated 9/12/86 also provided: suspended quarterly cost-of-living adjustment for duration of contract; 8 holidays (was 9); $18.50-$21.50 month pension (was $17.50-$20.50) for each year of service; established 401K plan; see CWD Aug. 1986.
Northern California Foundries San Francisco Bay area, CA Molders—1,000	No immediate change 4/16/86	3-year agreement negotiated 4/86 also provided: 35 cents 4/1/85; lump sum payment of up to $300 7/15/86; one time annual cost-of-living adjustment provides 1 percent change for every 1 percent change in BLS-CPI-W in 4/87; 60 cents (was 55 cents) hour employer payment to pension plan in 4/86, increasing to 65 cents 4/87; $240 (was $230) per month to health and welfare fund 10/1/88; dues checkoff established; see CWD Apr. 1985.
FABRICATED METAL PRODUCTS		
Remington Arms Co., Inc. Ilion, NY Employees Mutual Association (Ind.)—1,400	No change 8/14/86	1-year agreement negotiated 8/14/86 also provided: consolidation of wage structure from 12 to 6 levels; see CWD Jan. 1986.
FMC Corp., Northern Ordnance Div. Fridley, MN Automobile Workers—1,400	.9 percent 8/25/86	3-year agreement negotiated 8/25/86 also provided: .6 percent 8/3/87 and 8/1/88; 10 cent guaranteed cost-of-living adjustment 8/25/86; no guarantee 2d and 3d year; continued quarterly cost-of-living providing 1 cent for each .4 point change in BLS-CPI-W (1967=100); $18.50 (was $17) a month pension per year of service 8/86, increasing to $20 8/87; improved life insurance coverage; deductible for medical insurance increased, second opinion required for surgery; established 401K plan; 60 job classifications (was 106); automatic quarterly cost-of-living adjustment (5 cents decrease) effective in 7/86; see CWD Sept. 1986.
Fisher Controls Co. Marshalltown, IA Automobile Workers—1,250	No immediate increase 8/17/86	3-year agreement negotiated 8/17/86 also provided: 20 cents 1/1/87, 30 cents 8/16/87, and 35 cents 8/16/88; discontinued cost-of-living clause; $20.50 month (was $19.50) pension for each year credited service, increasing to $21.50 8/16/87 and $22.50 8/16/88; improved life and health insurance; optional saving investment plan 8/16/88 automatic quarterly cost-of-living adjustment (5 cents decrease) was effective in 7/86 see CWD Sept. 1986.
Norris Industries Vernon, CA Automobile Workers—1,800	.68 percent 7/1/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
Western Steel Council and independent shops San Francisco, CA area Iron Workers—1,000	No immediate increase 7/1/86	3-year agreement negotiated 8/86 also provided: 15 cents wage increase 7/1/87, 20 cents 7/1/88; eliminated cap on pension and health and welfare fund contributions by employer; established a two-tier wage system with employees hired after 7/1/86 earning a lower wage rate for the first 36 months of employment; see CWD July 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
MACHINERY, EXCEPT ELECTRICAL		
J.I. Case Co. Various locations Automobile Workers—4,300	7 cents 9/1/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Navistar (formerly International Harvester Co.) Various locations Automobile Workers—12,000	6 cents 9/1/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1985.
Carrier Air Conditioning Co. Syracuse, NY Sheet Metal Workers—2,200	2-percent decrease 11/3/85	Deferred decrease in shift premium negotiated 11/3/85 (CWD Dec. 1985.
Borg-Warner Corp., York Div. York, PA Automobile Workers—1,200	2 percent 11/1/86	Deferred increase negotiated 12/16/84 (CWD Feb. 1985); previously received 4 cents automatic quarterly cost-of-living adjustment on 7/1/86; see CWD Sept. 1986.
Carrier Corp. Morrison, TN Sheet Metal Workers—1,250	6 cents 9/1/86	Automatic quarterly cost-of-living adjustment; see CWD June 1985.
Hughes Tool Co., Oil Tool Division Houston, TX Steelworkers—900	5 cents 10/1/86	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1986.
Cummins Engine Co., Inc. Columbus, IN Diesel Worker's Union (Ind.)—5,500	6 cents 9/1/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
PT Components Co. Indianapolis, IN Steelworkers—1,100	20 cents 10/1/86	Deferred increase negotiated 11/16/85 (CWD Jan. 1986); see CWD Sept. 1986.
Outboard Marine Corp., Johnson Division Waukegan, IL Independent Marine and Machinists Assn. (Ind.)—1,700	6 cents decrease 9/1/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
J.I. Case (former International Harvester plants) East Moline and Hinsdale, IL and St. Paul, MN Automobile Workers—1,200	7 cents 9/1/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
Marion Power Shovel Co. Marion, OH Steelworkers—1,000	6 cents 10/1/86	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1986.
Caterpillar Tractor Co. Joliet, IL Machinists—2,400	No wage change 9/1/86	3-year agreement negotiated 8/28/86 also provided: $21 month pension per year of service on 9/1/86 (was $19), $21.55 on 9/1/87 and $22.05 on 9/1/88; quarterly cost-of-living adjustment clause continued 1 cent for every .26-point change in BLS-CPI-W (1967=100) and 3 cents diverted each period; $1,075 retirement benefit for employees with 30 years of service until age 62 on 9/1/86 (was $950), $1,150 on 9/1/87, and $1,205 on 9/1/88; $310 week disability benefit 9/1/86 (was $240); settlement preceded by 4-week strike; see CWD April 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT		
Bell Laboratories Division of AT&T National Communications Workers—1,500	2 percent 6/1/86	3-year agreement negotiated 8/4/86 also provided: 3 percent general wage increase on 6/1/87 and 3 percent on 6/1/88; benefit package similar to AT&T Technologies terms reported in September 1986 issue; settlement preceded by 27-day strike; see CWD Sept. 1985.
General Motors Corp. NY, NJ, and OH Electronic Workers—24,000	2 cents 9/1/86	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1986.
International Telephone and Telegraph Corp., Avionics and Defense Communications Div. New York and New Jersey Electronic Workers—1,000	5 percent 10/1/86	Deferred increase negotiated 9/30/85 (CWD Nov. 1985).
United Technologies Inc. (former AMBAC Industries plants) Columbus, MS Electronic Workers—1,250	3 cents 9/1/86	Automatic yearly cost-of-living adjustment; see CWD Mar. 1986.
Collins Radio Group, a Division of Rockwell International Corp. Richardson, TX and Cedar Rapids, IA Electronic Workers—2,150	5 cents 10/1/86	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1986.
Sanyo Mfg. Corp. Forest City, AR Electronic Workers—2,000	See next column 10/5/86	3 percent deferred increase negotiated 10/27/85 (CWD Dec. 1985) and 1 cent automatic quarterly cost-of-living adjustment.
The Hoover Co. West Canton, OH Electronic Workers—2,800	3 cent decrease 9/1/86	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1986.
Bendix Autolite Corp. Fostoria, OH Automobile Workers—1,150	5 cents 10/1/86	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1986.
The Magnavox Co. Fort Wayne, IN Allied Industrial Workers—1,600	5 cents 9/1/86	Automatic quarterly cost-of-living adjustment; see CWD Apr. 1986.
Whirlpool Corp. Evansville, IN Electronic Workers—2,400	3 cent decrease 9/1/86	Automatic semi-annual cost-of-living adjustment; see CWD Apr. 1986.
Design and Manufacturing Corp. Connersville, IN Automobile Workers—1,500	6 cents 9/1/86	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1986.
Gibson Products Corp. Greenville, MI Automobile Workers (Ind.)—3,500	2 cents 9/1/86	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1986).
The Maytag Co. Newton, IA Automobile Workers	4 cent decrease 9/1/86	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
Zenith Radio Corp. Springfield, MO Electrical Workers (IBEW)—2,200	5 cent decrease 9/1/86	Automatic semi-annual cost-of-living adjutment; see CWD Mar. 1986.
John Morrell & Co. Sioux Falls, SD United Food and Commercial Workers—2,700	25 cents 11/20/86	Deferred increase negotiated 11/20/85 (CWD Jan. 1986).
TRANSPORTATION EQUIPMENT		
General Motors Corp. Various locations Automobille Workers—350,000	1 cent 9/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
Ford Motor Co. Various locations Automobile Workers—100,000	1 cent 9/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
Chrysler Corp. (hourly employees) National Automobille Workers—63,000	1 cent 9/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
Chrysler Corp. (salaried employees) Various locations Automobile Workers—6,300	1 cent 9/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
Dana Corp. Various locatins Automobile Workers—7,000	2 cent 9/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
General Dynamics Corp., Land Systems Div. National Automobile Workers	1 cent 9/86	Automatic quarterly cost-of-living adjustsment; see CWD July 1986.
Mack Truck, Inc. Hagerstown, MD; Allentown and Macungie, PA; and Bridgewater, NJ Automobile Workers—4,800	2 cents 9/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
TRW, Inc. Cleveland, OH Aircrafter Workers Alliance Inc. —2,900	2.5-3 percent 10/86	Deferred increase negotiated 10/85 (CWD Jan. 1986).
Jeep Corp. Toledo, OH Automobile Workers—6,500	1 cent 9/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
American Motors Corp. Kenosha and Millwaukee, WS Automobile Workers—8,000	2 cents	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
Rohr Industries, Inc. Riverside, CA Machinists	2 cents 9/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
TRANSPORTATION EQUIPMENT—Continued		
Teledyne Industries, Inc., Ryan Aeronautical Div. San Diego, CA Automobile Workers—1,500	3 cents 10/86	Guaranteed quarterly cost-of-living adjustment; see CWD July 1986.
National Steel and Shipbuilding Co. San Diego, CA Various unions—3,000	25 cents 10/86	Deferred increase negotiated 10/84 (CWD Dec. 1984); see CWD Oct. 1985.
General Dynamics Corp., Pomona Div. Pomona, CA Machinists—3,000	3 cents decrease 9/87	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
New United Motors Manufacturers Inc. Fremont, CA Automobile Workers—1,200	1 cent 9/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
NONMANUFACTURING		
MINING		
Bituminous Coal Operators Associations and other operators Various states United Mine Workers—105,000	30 cents 10/1/86	Deferred increase negotiated 9/27/84 (CWD Nov. 1984); see CWD July 1986.
CONSTRUCTION		
Missouri River Basin Area Agreement Various locations Boilermakers—2,200	80.5 cents 7/19/86	3-year agreement negotiated 7/14/86 also provided: 50 cents increases on both 7/19/87 and 7/19/88; see CWD Nov. 1985.
National Electrical Contractors Assn., American Line Builders Chapter VA, W.VA, MD, DC, KY, and OH Electrical Workers (IBEW)—1,500	20 cents 9/1/86	1-year agreement negotiated 8/19/86 also provided: $1.25 hour to health and welfare fund (was $1.00) see CWD Feb. 1986.
Mechanical Contractors Assn. of Western Pennsylvania, Inc. Western Pennsylvania Plumbers—1,200	No wage change	2-year agreement negotiated 7/13/86 under wage reopener provided $2.16 hour to health and welfare fund (was $2.14); 80 cents hour to defined benefit portion of retirement fund (was 75), $2.00 hour to defined contribution portion of retirement fund (was $1.75); see CWD July 1984 for previous listing.
Construction Contractors Council, Inc. (commercial construction) Washington, DC, MD, and VA Laborers—2,500	See next column Retroactive to 5/1/86	2-year agreement negotiated 8/26/86 provided: general laborers—91 cents an hour increase for those working in DC and MD, 76 cents for those in VA, increasing by 22 and 20 cents, respectively, 5/1/87; construction laborers—29 cents all classes, increasing by 23 cents for MD and DC, 21 cents VA effective 5/1/87; semi and skilled laborers —37 cents for DC and MD, 95 cents for Va, increasing by 25 and 24 cents respectively 5/1/87; see CWD Sept. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
CONSTRUCTION—Continued		
Highway Contractors, Inc. (highway and heavy) Kentucky Steelworkers—3,300	No wage change 7/1/86	3-year agreement negotiated 7/10/86 also provided: 50 cents 7/1/88, with distribution between wages and benefits to be determined later; 65 cents hour to vacation fund 7/1/87 (was 40); 85 cents to pension fund (was 60); $1.10 to health and welfare fund (was 85 cents), increasing to $1.35 on 7/1 87; see CWD Oct. 1985.
National Electrical Contractors Assn. Atlanta, GA Electrical Workers—1,900	30 cents 9/1/86	Negotiated 9/1/86 under a wage reopening of a 2-year agreement scheduled to expire 3/31/87; see CWD Feb. 1986.
Assn. of Mechanical Contractors of Atlanta Atlanta, GA Plumbers—1,200	32 cents 8/1/86	1-year agreement negotiated 7/15/86 also provided: 18 cents on 2/1/87; $1.13 hour to health and welfare fund (was $1.00); $1.70 hour to pension fund effective 2/1/87 (was $1.55); 16 cents to apprenticeship fund (was 15) and 10 cents to industry promotion fund (was 9); see CWD Nov. 1985.
Mechanical Contractors Assn. of of Houston; Construction Employers Assn. of Texas; Gulf Coast Contractors Assn. (pipefitters) Houston, TX area Plumbers—2,000	25 cents 10/1/86	Deferred increase negotiated 9/1/85 (CWD Nov. 1985).
National Electrical Contractors Assn. Houston, TX Electrical Workers (IBEW)—3,400	No wage change 7/16/86	3-year agreement negotiated 7/14/86 replacing the old contract that was scheduled to expire on 8/27/86 provided: $1.58 ents an hour to medical fund (was $1.50); see CWD Nov. 1985
Concrete Contractors Association of Greater Chicago; Builders Association of Chicago; Illinois Road Buiders Association Chicago, IL (Cook County) Plasterers and Cement Masons —1,300	$1.30 6/1/86	2-year agreement negotiated 7/86 also provided: $1 on 6/1/87, with distribution between wages and benefits to be determined later; $1.73 hour to pension fund (was $1.65); 10 cents to apprentice training fund (was 8); see CWD July 1984.
Mid-America Regional Bargaining Association (building agreement) Chicago, IL, area Operating Engineers—1,000	$1.30 Retroactive to 6/1/86	2-year agreement negotiated 8/86 also provided: $1.20 hour effective 6/1/87; $2.20 hour to pension fund (was $2), increasing to $2.25 on 6/1/87; $2.25 hour to health and welfare fund effective 6/1/87 (was $2.20); see CWD Aug. 1984 for previous listing.
Painting and Decorating Contractors Association (painting agreement) Michigan Painters—1,300	See next column	2-year agreement negotiated 7/21/86 provided: 75 cents an hour increase in base rate —residential work and 50 cents—industrial work; 85 cents—residential and 50 cents—industrial effective 6/1/87, 25 cents both classes 9/28/87, and $1.10 residential and 75 cents industrial 6/1/88; 80 cents hour additional for spray painting (was 50); 40 cents night shift differential (was 30); $1.50 hour to vacation fund 9/28/86 (was $1.40); $1.97 hour to health and welfare fund 9/28/86 (was $1.92); $1.80 hour to pension fund 9/28/86 (was $1.70); see CWD Sept. 1984.
Associated Underground Contractors, Inc. Michigan Operating Engineers—1,000	25 cents 9/1/86	3-year agreement negotiated 9/3/86 also provided: 35 cents wage increase on 9/1/87 and 65 cents on 9/1/88, with distribution between wages and benefits to be made later; $2.25 hour to pension fund (was $2.00) increasing to $2.50 on 9/1/87; $1.908 hour to vacation fund (was $1.876) increasing to $1.954 on 9/1/87; 2 cents to establish supplementary vacation fund; see CWD Sept. 1985.
Combined Industries Construction Committee; Builders Assn. of Missouri St. Louis, MO, area Iron Workers—1,200	65.5 cents 8/1/86	3-year agreement negotiated 8/21/86 also provided: 90 cents on both 8/1/87 and 8/1/88; 19 cents hour to apprenticeship and training fund (was 17); see CWD Aug. 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
CONSTRUCTION—Continued		
Heavy Contractors Assn. Omaha, NB Laborers	45 cents 4/1/86	2-year agreement negotiated 5/5/86 also provided: 45 cents increase on 4/1/87; see CWD Jan. 1985.
Mechanical Contractors Assn. Utah Plumbers—1,300	13 cents 7/15/86	2-year agreement negotiated 7/14/86 also provided: wage reopening on 1/13/87; $1.57 hour to health and welfare fund (was $1.45); see CWD Jan. 1986.
Mechanical Contractors Assn. of New Mexico, Inc. Albuquerque, NM Plumbers and Pipefitters—1,200	30 cents 10/1/86	Deferred increase negotiated 4/1/85 (CWD May 1986).
Associated General Contractors of America, Inc. Arizona Teamsters—1,500	No wage change 3/14/86	26.5-month agreement negotiated 5/1/86 provided: 3 percent wage increase on 6/1/86, and 3 percent increase on 6/1/87, with distribution between wages and benefits to be determined later; first listing.
Air Conditioning Contractors of Arizona Arizona (except Tuscon) Sheet Metal Workers—1,000	9 cents 8/1/86	2-year agreement negotiated 7/27/86 also provided: 50 cents increase on 8/1/87; 18 cents to apprenticeship and training fund (was 17); 59 cents to establish work stabilization fund, increasing to 61 cents on 8/1/87; 5 cents to establish pension fund for retirees; see CWD Nov. 1985.
National Electrical Contractors Association, Puget Sound Chapter Seattle, WA area Electrical Workers (IBEW)—1,300	50 cents 7/30/86	2-year agreement negotiated 7/30/86 also provided: 25 cents effective 12/1/86, 50 cents 6/1/87, and 25 cents 12/1/87; time and one-half overtime rate for the first two hours of overtime each day (was double-time) for new construction; no recent listing.
Associated General Contractors of America, Inc., Seattle and Tacoma Chapters Western and Central Washington Carpenters and Joiners—7,000	No wage change 6/1/86	3-year agreement negotiated 6/30/86 also provided: 30 cents wage increase on 1/1/87, 25 cents on 1/1/88 and 20 cents on 1/1/89; $1.60 an hour to health and safety fund (was $1.50) effective 1/1/89; eliminated cost-of-living adjustment clause; eliminated industry promotion fund (was 2 cents hour); see CWD Jan. 1986.
Associated General Contractors of America, Inc., Seattle and Tacoma Chapters Western and Central Washington Laborers—4,500	No wage change 6/1/86	3-year agreement negotiated 6/30/86 also provided: 25 cents wage increase on 1/1/87 and 1/1/88; one-time cost-of-living adjustment on 1/1/89 of 1 percent for each 1 percent change in the BLS-CPI-W between 9/87 and 9/88, in excess of 5 percent; see CWD Aug. 1985.
Associated General Contractors of America, Inc., Seattle-Tacoma Chapters Northwest Washington Operating Engineers—3,200	No wage change 6/1/86	3-year agreement negotiated 6/30/86 also provided: 25 cents wage increase on 1/1/87 and 1/1/88; eliminated the cost-of-living adjustment clause; see CWD Aug. 1985.
Associated General Contractors of American, Inc. Washington Chapter Western Washington Teamsters (Ind.)—1,100	No wage change 6/1/86	3-year agreement negotiated 6/30/86 also provided: 25 cents wage increase on 1/1/87 and 1/1/88; cost-of-living adjustment clause eliminated; industry promotion fund eliminated (was 2 cents hour); see CWD Aug. 1985
Associated General Contractors of America, Inc. and others California and Nevada Iron Workers—10,000	25 cents 7/86	3-year agreement negotiated 7/21/86 also provided: 75 cents 7/1/87 and $1 on 7/1/88, with distribution between wages and benefits to be determined later; see CWD Oct. 1985.
Sheet Metal and Air Conditioning Contractors Assn. (commercial agreement) Alameda and Contra Costa counties,	No wage change 7/1/86	3-year agreement negotiated in 8/86 also provided: 75 cents effective 7/1/87, with distribution between wages and benefits to be determined later; $3.13 hour to vacation fund (was $2.96); $2.71 to local pension fund (was $2.50); $2.04 to health fund (was $1.92); wage and benefit reopening 7/1/88; see CWD Nov. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
TRANSPORTATION AND PUBLIC UTILITIES		
Plumbing, Heating, and Cooling Contractors of the Greater Bay area and other Santa Clara and San Benito counties, CA Plumbers—1,400	See next column 7/1/86	Parties decided to waive 50 cents of the $2.00 annual cost-of-living adjustment (the minimum provided by the contract) and allocated $1.50 to wages; see CWD Oct. 1984 for previous listing.
Class I railroads National Sheet Metal Workers—4,200	See next column 12/1/85	31-month agreement negotiated 8/86 provided: pay increases applied to base rates (exclusive of any cost-of-living allowance in effect) for most workers (except helpers and apprentices) of 2 percent retroactive to 12/1/85, 2.25 percent 12/1/86, and 2.25 percent 12/1/87; lump sum payments of $565 for all workers upon ratification, and lump sums of $825, $1,465,, and $1,152 for helpers and apprentices and $346, $437, and $224 for journeymen in mid 12/86, mid 12/87, and mid 6/88, respectively, for employees rendering required hours of service (otherwise benefits prorated); continued semiannual cost-of-living adjustment clause (except for helpers and apprentices) providing 1 cent for each 0.3-point change in BLS-CPI-W (1967 100) starting July 1986, but only after amount generated exceeds amounts of specified wage increases and subject to maximums of 4 percent semiannually and 8 percent annually; and new starting rate of 75 percent for new hires increasing to 5 percentage points for each year of active service; see CWD Feb. 1984.
Class I railroads National Signalmen—7,700	See next column 12/1/85	31-month agreement negotiated 9/86 provided: general pay increases (applied to base rates) of 2 percent retroactive to 12/1/85, 2.25 percent 12/1/86, and 2.25 12/1/87; lump sum payments of $565 upon ratification, $375 in mid-12/86, $473 in mid-12/87, and $243 in mid 6/88 for employees rendering required hours of service (amounts prorated for less service); continued semiannual cost-of-living adjustment clause providing 1 cent for each 0.3-point change in BLS-CPI-W (1967=100), but only after amount generated exceeds amounts of specified wage increases and subject to maximums of 4 perent semiannually and 8 percent annually; and new starting rate of 75 percent of job rate for new hires increasing by 5 percentage points for each year of service; see CWD Feb. 1984.
Conrail National Signalmen—1,550	See next column 12/1/85	31-month agreement negotiated 9/86 provided terms virtually identical to those at Class I railroads shown above; see CWD Feb. 1984.
Class I railroads National Locomotive Engineers—24,600	1.5 percent 10/1/86	Deferred increase negotiated 5/86 (CWD Sept. 1986) applied to base rates (exclusive of any cost-of-living allowances in effect).
Conrail National Locomotive Engineers—3,000	1.5 percent 10/1/86	Deferred increase negotiated 5/86 (CWD Sept. 1986) applied to base rates (exclusive of of any cost-of-living in effect).
Columbia Broadcasting System, Inc. National Electrical Workers (IBEW)—2,000	$50 week 10/1/86	Deferred increase negotiated 1/85 (CWD Mar. 1985); see CWD Oct. 1985.
Long Island Lighting Co. Long Island, NY Electrical Workers (IBEW)—3,850	5¼ percent 10/86	Deferred increase negotiated in 1985 (CWD Apr. 1986).
New Jersey Turnpike Authority (clerical, technical and mechanics) New Jersey International Federation of Professional and Technical Engineers—1,400	6 percent plus 15 cents skill adjustment 6/30/86	3-year agreement negotiated 8/86 also provided: wage increases of 5 percent and 15 cents (skill adjustments) on both 6/29/87 and 6/27/88; improved health coverage to include organ transplants and cost-containment measures including mandatory second opinions for surgery and hospital admissioins; $25 (was $20) optical insurance; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Bell Telephone Co. of Pennsylvania Pennsylvania Communications Workers—8,900	See next column 8/9/86	3-year agreement ratified 9/19/86 provided: $300 ratification bonus, 3 percent retroactive to 8/9/86, 2 percent 8/87 and 3 percent 8/88; revised cost-of-living adjustment formula to provide adjustments capped at 2.5 percent 2d year and 1.5 percent 3d year; increased pension band by 4 percent on 2/1/87 and 8/1/88; strengthened job security provision; see CWD Sept. 1985.
Bell Telephone Co. of Pennsylvania Pennsylvania Electrical Workers (IBEW)—1,100	See next column 8/9/86	3-year agreement ratified 9/2/86 also provided: terms generally similar to Bell Telephone Co. of Pennsylvania listed above; see CWD Sept. 1985.
Diamond State Telephone Co. of Delaware Delaware Communications Workers—1,050	See next column 8/86	3-year agreement negotiated 9/86 also provided: terms generally similar to Bell Telephone Co. of Pennsylvania listed above; see CWD Sept. 1985.
Bell Telephone Co. of PA, Commercial and Marketing Div. Pennsylvania Communications Workers—2,800	See next column 8/9/86	3-year agreement ratified 9/19/86 provided: terms generally similar to Bell Telephone Co. of Pennsylvania listed above; see CWD Sept. 1985.
State employees (turnpike) Pennsylvania International Brotherhood of Teamsters (Ind.)—1,500	29 cents 10/1/86	Deferred increase negotiated 12/9/85 (CWD Feb. 1986).
Duquesne Light Co. Pittsburgh, PA Electrical Workers (IBEW)—2,900	4 percent 10/86	Deferred increase negotiated 10/85 (CWD Nov. 1985).
Transit Authority (operators, mechanics) Baltimore, MD Amalgamated Transit Union—2,200	5 cents 7/29/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
Consolidated Gas Supply Corp. Clarksburg, WV Gas Workers—1,650	5 percent 10/86	Deferred increase negotiated 10/14/85 (CWD Dec. 1985).
Memphis Light, Gas and Water Memphis,, TN Electrical Workers (IBEW)—2,000	35 cents 9/1/86	40-month agreement negotiated 7/85 also provided: wage increases of 3.5 percent on 11/1/87 and 4 percent on 1/1/89; 10th holiday, Martin Luther King, Jr.'s birthday; established joint committee to review and make recommendations to improve life insurance and pensions; see CWD Aug. 1985.
Metropolitan Atlanta Rapid Transit Authority (operators, clerical) Atlanta, GA Amalagamated Transit Union—2,000	31 cents 10/25/86	Deferred increase negotiated 10/20/84 (CWD Apr. 1985); see CWD Apr. 1986.
Bowman Transportation Atlanta, GA Steelworkers—1,900	20 cents an hour or 0.5 cent a mile 10/1/86	Deferred increase negotiated 8/85 (CWD Nov. 1985).
Alabama Power Co. Alabama Electrical Workers (IBEW)—4,000	3½ percent 8/15/86	3-year agreement negotiated 8/86 also provided: 3½ percent in both 8/87 and 8/88; 28 cents evening and 32 cents night shift differentials (was 26 and 28 cents); see CWD Aug. 1985.
Illinois Power Co. Springfield, IL Electrical Workers (IBEW)—1,150	See next column 7/1/86	2-year ageement ratified 8/14/86 provided: 4 percent retroactive to 7/1/86 and 4 percent retroactive to 7/1/86 and 4 percent effective 7/1/87; see CWD July 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
TRANSPORTATION AND PUBLIC UTILITIES--Continued		
Consumer Power Co. Michigan (excluding Detroit) Utility Workers—4,300	No wage increase 9/1/86	3-year agreement ratified 5/30/86 also provided: 4½ percent in 2d and 3d years; cost-of-living adjustment formula continued; see CWD June 1986.
Detroit Edison Co. Southeastern Michigan Utility Workers—3,600	7 cents 9/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
Milwaukee Transport Service Milwaukee, WI Amalgamated Transit Union—1,500	3 cents decrease 7/1/86	Automatic quarterly cost-of-living adjutment; see CWD June 1986.
Seattle Transit Authority (operators, clerical, mechancis) Seattle, WA Amalagamated Transit Union—2,700	4 percent 11/1/86	Deferred increase negotiated 12/84 (CWD Feb. 1985); see CWD Nov. 1985.
Pacific Telephone and Telegraph Co. and Bell Telephone Co. of Nevada California and Nevada Communications Workers—43,300	See next column 8/3/86	3-year agreement ratified 9/12/86 provided: 2 percent retroactive to 8/3/86, 2 percent plus, additional ½ percent to upgrade service representatives and ½ percent metropolitan suburban adder on 8/87 and 8/88; suspended cost-of-living adjustment formula; new "Team Award" concept based on the company's projected net income payable in separate check of 1.1 percent of base pay 1/87, 2.1 percent 2/88 and 3.7 percent 2/89 to be included in base for 1989 negotiations; increased pension band 4 percent in both 10/86 and 10/88; improved version and dental care; improved employment security; new 401K plan; see CWD Sept. 1985.
San Diego Gas and Electric Co. San Diego, CA Electrical Workers (IBEW)—2,300	See next column 3/1/86	4.5 percent increase negotiated 8/86 and retroactive to 3/1/86 under a wage reopening provision of a contract scheduled to expire 2/28/87; see CWD Mar. 1985.
WHOLESALE AND RETAIL TRADE		
Montgomery Ward & Co. National Teamsters (Ind.)—3,050	See next column	3-year agreement negotiated 9/11/86 provided: no wage change first year; 3 percent on both 8/1/87 and 8/1/88; cost-of-living clause frozen over the term; benefit level maintained; see CWD Jan. 1986.
New York City Drug Stores New York, NY Retail, Wholesale, and Department Store—4,000	5 percent (average) 10/6/86	Deferred increase negotiated 10/7/85 (CWD Dec. 1985.
Woodward & Lothrop, Inc. Washington, DC, area United Food and Commercial Workers—5,500	5 percent (average) 2/1/86	39-month agreement negotiated 9/2/86 also provided: 5 percent (average) on both 2/1/87 and 2/1/88; see Wage Highlights in May 1986 issue for additional information.
Magruders Food Service Washington, DC area United Food and Commercial Workers—1,000	25 cents (average) 10/1/86	Deferred increase negotiated 5/14/85 (CWD July 1985); see CWD Apr. 1986.
Giant and Safeway stores Baltimore, MD, area United Food and Commercial Workers—5,900	35 cents to $1.10 for employees hired after 12/81, $175-$500 lump sum for all others 9/14/86	3-year agreement negotiated 9/14/86 also provided: 40 cents (average) on both 9/13/87 and 9/11/88 for those hired after 12/81 , and lump sum payments of $175-$500 on each of the following dates: 3/15/87, 9/13/87, 3/13/88, 9/11/88, 3/12/89 for all hired earlier; $20-$32 (was $16-20) pension; virtual elimination of two-tier health and welfare benefits; see CWD Sept. 1985.
Kroger and Safeway Stores Dallas-Ft. Worth, TX, area United Food and Commercial Workers—11,000	19 cents 10/26/86	Deferrred increase negotiated 2/3/84 (CWD June 1984); see CWD Apr. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Safeway and Kroger food stores Little Rock, AR United Food and Commercial Workers—3,300	See next column 6/1/86	Scheduled reopener negotiated 6/86 yielded no change in wage; see CWD Aug. 1985.
Kroger food stores Cincinnati, OH United Food and Commercial Workers—3,300	35 cents 10/1/86	Deferred increase negotiated 10/1/83; see CWD Oct. 1983.
Dominics' Food stores (formerly listed as "chain food stores") Central and Northeastern, IL; Gary, IN United Food and Commercial Workers—8,300	10 cents 10/5/86	Deferred increase negotiated 12/23/85 (CWD Feb. 1986).
Restaurants in Chicago Chicago, IL Hotel Employees and Restaurant Employees—3,000	2 percent 10/1/86	Deferred increase negotiated 12/21/85 (CWD Feb. 1986).
Jewel, Dominicks' and Eagle Discount stores Chicago, IL United Food and Commercial Workers—4,300	20-25 cents 10/4/86	Deferred increase negotiated 12/19/85 (CWD Feb. 1986).
Meijer, Inc. (grocery and general merchandise stores) Michigan United Food and Commercial Workers—11,000	20 cents 10/1/86	Deferred increase negotiated 12/29/84 (CWD Apr. 1985); see CWD Oct. 1985.
Chain and independent food stores New Mexico United Food and Commercial Workers—4,000	2.5 percent 10/27/86	Deferred increase negtiated 10/26/85 (CWD Dec. 1985).
East bay Restaurant Assn. Alameda, CA Hotel Employees and Restaurant Employees—1,500	See next column 8/6/86	3-year agreement negotiated 8/29/86 provided: no wage change in first year, 2 percent for tipped employees and 3 percent for nontipped employees on both 8/7/87 and 8/7/88; $153 month (was $113) to health and welfare fund, effective 8/7/86; settlement preceded b y 3-week strike; see CWD July 1983.
SERVICES		
Brigham and Woman's Hospital (registered nurses) Boston, MA Massachusetts Nurses Assn.—1,400	5 percent 10/1/86	Deferred increase negotiated 2/28/86 (CWD Apr. 1986).
Teachers Warwick, RI American Federation of Teachers—1,050	5.5 percent 9/1/86	2-year agreement negotiated early in 7/86 but not effective until the previous agreement expired on 8/31/85 also provided: 5.5 percent wage incrase on 9/1/87; $50 increase each year of the contact for an advance degree (formerly, payments were $950-$2,250); longevity payments modified as follows: $400 after 20 years service with a minimum of 15 years in Warwick system (was $300), $600 after 25 years service with a minimum of 20 years in Warwick system (was $500) and $800 after 30 years service with a minimum of 25 years in Warwick system (was $700); see CWD Dec. 1983.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
SERVICES—Continued		
State University of New York New York United University Professions—18,600	5 percent retroactive to 9/1/85	3-year agreement negotiated 7/86 also provided: 5 percent effective both 7/1/86 and 7/1/87; see CWD Sept. 1984.
Elevator Industries Assn. New York, NY Electrical workers (IBEW)—1,700	5 percent 10/29/85	Deferred increase negotiated 11/1/84 (CWD Dec. 1984); see CWD Nov. 1985.
Philadelphia Hotel-Motor Inn Assn. Philadelphia, PA Hotel Employees and Restaurant Employees—1,200	$17 week-nontipped and $8 a week tipped empoyees 10/1/86	Deferred increase negotiated 10/21/84 (CWD Nov. 1984); see CWD Nov. 1985.
Teachers Washington, DC Washington Teachers' Union—5,800	4 percent 10/1/86	Deferred increase negotiated 9/85 (CWD Oct. 1985).
Board of Education (custodians) Washington, DC State, County and Municipal Employees—2,500	4 percent 10/1/86	Deferred increase negotiated 4/9/86 (CWD May 1986).
Teachers Montgomery County, MD National Education Association —5,800	6 percent 7/1/96	1-year agreement negotiated 7/86; see CWD July 1985.
Teachers Jefferson County, KY Jefferson County Teachers Association—5,200	8 percent (average) 9/1/86	2-year agreement negotiated 9/86 also provided: average 9 percent effective 9/1/87; $15,314 starting teacher salary (was $14,024), increasing to $16,150 beginning 9/1/87; see CWD Sept. 1985.
Teachers Chattanooga, TN National Education Association (Ind.)—1,500	6 percent 7/1/86	3-year agreement negotiated 7/16/86 also provided: wage reopenings on 7/1/87 and 7/1/88; $12,000 life insurance (was $8,000); established $1,000 per year maximum dental care reimbursement; 60 percent city contribution towards health insurance for retirees (was 50 percent); first listing.
Board of education (clerical) Dade County, FL Dade County Association of Educational, Clerical Personnel (Ind.)—1,500	9.4 percent retroactive to 7/1/86	Negotiated on 9/3/86, under a scheduled wage and benefit reopening of a 3-year agreement scheduled to expire on 6/30/88, and which also provided: 2 percent general wage increase on 7/1/87 in addition to a 4.4 percent increse for employees at a designated level on the salary schedule; $500 longevity payment each year for employees with 15 years service and at step 11 on the salary schedule; longevity payments for employees at step 11 with 15 years serivice will terminate for all employees who did not qualify by 6/30/86; see CWD Mar. 1986.
Teachers Marion County, FL National Education Association (Ind.)—1,650	6.5 percent 8/28/86	Negotiated 7/1/86 under a scheduled wage reopening of a 2-year agreement slated to expire on 6/30/87; see CWD Dec. 1985.
Teachers Okaloosa County, FL National Education Association (Ind.)—1,500	8-12 percent varying with experience 9/1/86	Negotiated 8/26/86 under a scheduled wage and benefit reopening of a 3-year agreement scheduled to expire on 8/15/88; see CWD June 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
SERVICES—Continued		
Teachers Polk County, FL American Federation of Teachers —3,600	8.5 percent 8/18/86	Negotiated 8/86 under a scheduled wage and benefit reopening of a 3-year agreement due to expire on 6/30/88; see CWD Nov. 1985.
Teachers Seminole County, FL National Education Association (Ind.)—2,300	9 percent 8/18/86	Negotiated on 9/10/86, under a scheduled wage and benefit reopening of a 2 year agreement scheduled to expire on 6/30/87, and which also provided: restructuring of salary schedule and effective 8/18/86, starting teacher salaries increased by 7.02 percent; teachers permitted to use 6 days per year of sick leave as personal leave with some limitation (was 4 days); $787.40 per year per employee, (was $767.40) employer contribution towards health insurance; see CWD Feb. 1986
Teachers Broward County, FL Broward Teachers Union—7,700	9 percent 8/16/86	3-year agreement negotiated 9/18/86 also provided: wage reopenings 8/15/87 and 8/15/88; $20,150 starting teacher salary (was $17,500); see CWD Nov. 1985.
Teachers Pinellas County, FL National Education Association —7,000	Average 8.4 percent 8/29/86	1-year agreement negotiated 8/86 also provided: $18,050 starting teacher salary (was $16,750); no recent listing.
Board of Education (custodian and service employees) Pinellas County, FL International Brotherhood of Firemen and Oilers—1,900	8.3 percent retroactive to 7/1/86	Negotiated 9/10/86 under a scheduled wage and benefit reopening of a 3-year agreement slated to expire on 6/30/88 and which also provided: $950.60 per year per employee employer contribution to health insurance (was $880); payment for accured sick leave at retirement revised as follows: 80 percent payment for employees with 22 years' service (was after 24) and 90 percent for those with 28 years service (was after 30); see CWD Oct. 1985.
Board of Education (clerical employees) Pinellas County, FL National Education Association (Ind.)—1,400	8.58 percent retroactive to 7/1/86	Negotiated 8/27/86 under a scheduled wage and benefit reopening of a 3-year agreement slated to expire on 6/30/87 and which also provided other terms similar to agreement for custodians and service listed above; see CWD Oct 1985.
Teachers Lee County, FL National Education Association (Ind.)—2,000	12 percent 9/30/86	Negotiated on 9/9/86 under a scheduled wage and benefit reopening of a 3-year contract slated to expire on 8/15/87; see CWD Apr. 1986.
Teachers Hillsborough County, FL Hillsborough Classroom Teachers Association (Ind.)—7,000	Average 5 percent retroactive to 7/1/86	1-year agreement negotiated 9/15/86 also provided: $17,000 starting teacher salary; 15 steps in pay progression scale (was 17) and a longevity step added for over 20 years of service; see CWD Dec. 1985.
Teachers Little Rock, AR National Education Association (Ind.)—1,100	$573 step increase for employees below the top of their pay scale 9/9/86	1-year agreement negotiated 9/5/86 also provided: established 3 paid holidays; see CWD Nov. 1985.
Teachers Columbus, OH National Education Association (Ind.)—4,300	5 percent 8/25/86	3-year agreement negotiated 6/10/86 but not effective until previous agreement terminated on 8/24/86, also provided: 5 percent wage increase on 8/31/87 and 6 percent on 8/29/88; $25,000 life insurance (was $20,000); see CWD Nov. 1983
University of Cincinnati (non-faculty) Cincinnati, OH State, County and Municipal Employees—1,500	4 percent 10/22/86	Deferred increase negotiated 1/3/85 (CWD Aug. 1985); see CWD Nov. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
SERVICES—Continued		
Medical college of Ohio and Toledo (nurses, technicians) Ohio State, County and Municipal Employees—1,600	See next column 3/17/85	3-year agreement negotiated 3/17/85 provided: 4 percent wage increases on 3/17/85, 3/16/86 and 3/15/87; $20,000 life insurance (was $10,000); on 12/31/85, employees chose among 3 health plans; first listing.
Rush-Presbyterian-St. Lukes Medical Center Chicago, IL Teamsters (Ind.) and Service Employees—1,000	20-30 cents 6/30/86	3-year agreement negotiated 8/22/86 also provided: 25-35 cents on 6/30/87 and 25-40 cents on 6/30/88; annual cost-of-living clause maintained in 2d and 3d years providing 1 cent for every 0.4 point change in BLS-CPI-W (1967 = 100) for Chicago metropolitan area after a 6 percent threshold; see CWD Nov. 1983.
University of Illinois (clerical) Chicago, IL Service Employees International—1,300	2 percent 8/26/86	1-year agreement negotiated 9/1/86 also provided: 3 percent increase in longevity payments; first listing.
Board of Education (custodians) Chicago, IL Service Employees International—4,500	3 percent 9/1/86	1-year agreement negotiated 8/27/86; see CWD Apr. 1985.
Board of Education (cafeteria) Chicago, IL Hotel Employees and Restaurant Employees—3,000	3 percent 9/1/86	1-year agreement negotiated 8/27/86; see CWD Apr. 1985.
Teachers Peoria, IL American Federation of Teachers—1,050	5.8 percent 8/1/86	2-year agreement negotiated 8/18/86 also provided: $16,000 beginning teachers' salary (was $15,300); wage and benefit reopening on 8/1/87; $60 tuition reimbursement per credit hour (was $50); see CWD Oct. 1985.
University of Michigan (service and maintenance) Michigan State, County and Municipal Employees—2,100	4.7 percent 9/7/86	2-year agreement negotiated 8/27/86 also provided: 4.7 percent wage increase on 7/1/87; $172 month per employee employer contribution to family health insurance effective 12/1/86; see CWD Nov. 1984.
Teachers Livonia, MI National Education Association (Ind.)—1,000	6 percent 7/1/86	3-year agreement negotiated 1/20/86 but not effective until previous agreement expired on 6/30/86 also provided: wage increases of 5.5-7.5 percent on both 7/1/87 and 7/1/88 (contingent on property tax revenue); $798 supplementary salary pay (personnel performing extra duties) increasing to $1,405 on 7/1/87 and $2,090 on 7/1/88; mileage allowance tied to IRS allotment (now paid 21 cents per mile); first listing.
Teachers and related professionals Warren, MI Warren Education Association (NEA-I)—1,000	6 percent 8/22/86	3-year agreement negotiated 9/17/86 also provided: 3 percent wage increases on both 9/22/87 and 9/22/88; employees can opt for new dental or optical coverage; see CWD Aug. 1985
Teachers and related professionals Grand Rapids, MI National Education Association (Ind.)—1,750	5.5 percent 9/1/86	2-year agreement negotiated early in 12/85 but not effective until previous agreement expired on 8/31/86; also provided for 6 percent wage increase in 9/1/87; see CWD Nov. 1984.
Health Employers Inc. (registered nurses) Minneapolis-St. Paul, MN Minnesota Nurses Assn.—5,950	4 percent 6/1/86	Negotiated 8/18/86 under wage reopener, see CWD Aug. 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
SERVICES—Continued		
Minneapolis Hotels and Motels Minneapolis, MN, area Hotel Employees and Restaurant Employees—2,000	2 percent 10/1/86	Deferred increase negotiated 7/86 (CWD Aug. 1986); see CWD May 1986.
Smaller Minneapolis hotels (formerly listed as part of "Minneapolis Hotels and Motels") Minneapolis, MN, area Hotel Employees and Restaurant Employees—1,000	See next column 10/1/86	34-month agreement negotiated 9/5/86 provided: same provisions as "Larger Minneapolis hotels"; see CWD Aug. 1986.
Health Employers, Inc. (licensed practical nurses) Minneapolis-St. Paul, MN Service Employees—1,100	4 percent 10/1/86	Deferred increase negotiated 9/27/84 (CWD Nov. 1984)' see CWD Nov. 1985.
Teachers Kansas City, KS National Education Association (Ind.)—1,650	No wage change 7/1/86	1-year agreement negotiated early in 5/86 but not effective until 7/1/86, provided no wage or benefit changes; see CWD July 1985.
Teachers and related professionals Topeka; KS National Education Association (Ind.)—1,200	5.5 percent 8/1/86	2-year agreement negotiated early in 5/86, but not effective until the former agreement expired on 7/31/86, also provided: $18,000 salary for beginning teachers (was $17,200); salary and benefit reopening during the 2d year of the contract; $11 per hour for evening school teachers (was $10.50); 5 percent increase in extra curricula pay; teachers can retire at age 60 (was 62) and receive one-third of beginning teachers' salary until age 66, when they will receive regular retirement benefits); 98 percent employer contribution towards health insurance for single retirees until age 65, or they can opt to have payment placed in an annuity; first listing.
Teachers Shawnee Mission, KS National Education Association (Ind.)—2,000	3.5 percent 7/1/86	1-year agreement negotiated 8/29/86 see CWD Jan. 1986.
Teachers Sioux Falls, SD National Education Association (Ind.)—950	3 percent 9/1/86	1-year agreement negotiated in 9/86; see CWD Sept. 1985.
Teachers Albuquerque, NM American Federation of Teachers —4,800	$2,200 flat sum added to salary base 8/1/86	2-year agreement negotiated 9/5/86 also provided: wage and benefit reopening on 7/31/87; see CWD Sept. 1984.
Teachers Salt Lake City, UT Salt Lake City Teachers Association (Ind.)—1,200	2 percent retroactive to 7/1/86	9 month agreement negotiated 9/30/86 also provided: employees can now accumulate up to 4 personal leave days and carry unused leave over to the following year (previously could not accumulate); 18.5 percent payment for unused sick leave for a maximum of 180 days at retirement (payment was 15 percent); see CWD Sept. 1985.
Teachers Washoe County, NV Washoe County Teachers Association (Ind.)—1,800	$900 year general increase retroactive to 6/30/86	2-year agreement negotiated 9/86 also provided: wage and benefit reopening during the 2d year of the contract; see CWD Nov. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
SERVICES—Continued		
Teachers Spokane, WA National Education Association (Ind.)—1,300	3 percent 9/1/86	3-year agreement negotiated 9/2/86 also provided: no other changes during the contract term; see CWD Feb. 1986.
Teachers Edmonds, WA National Education Association (Ind.)—1,000	2.75 percent 9/1/86	1-year agreement negotiated 8/27/86 also provided: 181 day school year for current teachers (was 182) and 182 days for new hires (was 183); see CWD Nov. 1984.
Universal Studios Los Angeles, CA Office and Professional Employees —1,000	2.5 percent 10/1/86	Deferred increase negotiated 11/26/85 (CWD Jan. 1986).
Motion picture and television Los Angeles, CA Office and Professional Employees —1,900	2.5 percent 10/1/86	Deferred increase negotiated 10/1/85 (CWD Jan. 1986).
Board of Education (teacher aides) San Diego, CA Classified Employees Association (NEA-I)—1,400	8.5 percent retroactive to 7/1/85	3-year agreement negotiated 5/86 also provided: 7.5 percent wage increase on 7/1/86 and a wage and benefit reopening on 6/30/87; established longevity payments of $250 for employees with 14 years' service; optical insurance established on 7/1/87 with employer payment $4 per month per employee; first listing.
Teachers San Jose, CA National Education Association (Ind.)—1,400	See next column	In 7/86, under provisions of a 3-year agreement negotiated on 2/20/86, the parties negotiated a 4.31 percent wage increase to be effective on 2/20/87 (increase was contingent on 1986-1987 school districts' revenue); see CWD Apr. 1986.
Teachers Garden Grove, CA National Education Association (Ind.)—1,800	6.5 percent 9/86	Negotiated in 9/86 under a scheduled wae reopening of a 3-year agreement scheduled to expire on 8/31/87; see CWD Nov. 1985.
Teachers Mt. Diablo, CA National Education Association (Ind.)—1,500	8 percent retroactive to 7/1/86	Negotiated on 9/10/86 under a scheduled wage and benefit reopening of a 3-year agreement due to expire on 6/30/88; see CWD Nov. 1985.
PUBLIC ADMINISTRATION		
State workers (primary level supervisors) New Jersey Communications Workers—7,400	6 percent 10/3/86	3-year agreement negotiated 9/15/86 also provided: 5 percent effective both 10/3/87 and 10/3/88; $35 for eye examination vision care benefits (was $25) and $35 for eyeglasses (was $25); see CWD Jan. 1985.
State employees (higher level supervisors) New Jersey Communication Workers of America —1,700	6 percent 9/13/86	3-year agreement negotiaed 9/15/86 also provided: 5 percent wage increase on both 9/13/87 and 9/13/88; $35 optical insurance (was $25); first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
PUBLIC ADMINISTRATION—Continued		
State workers (professional unit) New Jersey Communications Workers—11,200	6 percent 10/3/86	3-year agreement negotiated 9/15/86 also provided: 5 percent effective both 10/3/87 and 10/3/88; $35 for eye examinatin vision care benefits (was $25) and $35 for eyeglasses (was $25); see CWD Jan. 1985.
City employees (professional and clerical) Philadelphia, PA State, County and Municipal Employees—1,800	2 percent 7/1/86	2-year agreement negotiated 7/12/86 also provided: 3 percent wage increase on 3/1/87 and 5 percent on 1/1/88; 15 days' sick leave after 3 years service for employees hired after 7/1/86 (present employees receive 20 days after 3 years' service); effective 7/1/86, employees can use 5 days' sick leave to care for family members; modified vacations to include: 21 days after 16 years, 22 days after 17 years, 18 days after 23 years and 19 days after 24 years (was 20 days after 10 years service and 25 days after 20 years); $20,000 life insurance (was $15,000); $291 month per employee health and welfare contribution by the city (was $220); settlement preceded y a 20-day work stoppage; first listing.
Police officers Philadelphia, PA Fraternal Order of Police (Ind.)—7,000	4 percent 8/186	2-year arbitration award of 9/3/86 also provided: 2 percent effective 1/1/87, 3 percent 7/1/87, and 3 percent 1/1/88; $250 year uniform allowance (was $200); see CWD July 1985.
Police Washington, DC Fraternal Order of Police (Ind.) —3,600	5.5 percent 10/1/86	Deferred increase under arbitration decision issued on 12/17/85 (CWD Feb. 1986).
Firefighters Washington, DC International Association of Firefighters—1,200	4 percent 10/1/86	Deferred increase negotiated 4/30/85 (CWD June 1985); see CWD Nov. 1985.
General employees (blue collar, sanitation, white collar, correctional officers, and paramedical) Washington, DC Various unions—13,650	4 percent 10/1/86	Deferred increase negotiated 12/84 (CWD June 1985); see CWD Nov. 1985.
Police and correctional officers Dade County, FL Police Benevolent Association (Ind.)—2,950	4 percent 10/1/86	2-year agreement negotiated 9/2/86 also provided: 4 percent wage increase on 10/1/87; established 35 bi-weekly hazard pay established drug testing; see CWD Nov. 1984.
Firefighters Dade County, FL International Association of Firefighters—1,050	See next column 10/1/86	2-year agreement negotiated 9/2/86 also provided: 4 percent across-the-board wage increase on 10/1/86, 5.38 percent equilization increase for firefighters below the rank of lieutenant (must have at least 6 year's service) and 3 percent for lieutenants effective 10/1/86, and 4 percent wage increase across-the-board on 10/1/87; established drug testing program; see CWD Feb. 1985.
City employees (general) Tampa, FL Amalgamated Transit Union.2,300	5 percent 10/1/86	Deferred increase negotiated 9/24/84 (CWD Nov. 1984); see CWD Nov. 1985.
City employees (general) Oklahoma State, County and Municipal Employees—2,050	5 percent or 38 cents, whichever is greater 7/1/86	2-year agreement negotiated 8/11/86 also provided: 2 percent wage increase on 1/1/87; $60 increase in longevity payments for employees with 3-20 years service; city established dental coverage for employees at the cost of $10 per month per employee; see CWD Nov. 1984.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
PUBLIC ADMINISTRATION—Continued		
State employees (administrative support, clerical staff) Ohio State, County, and Municipal Employees—10,000	58 cents or 7 percent, whichever is greater 7/1/86	3-year agreement negotiated 8/86 also provided: $450 bonus for those employed before 5/15/86; 44 cents or 5 percent, whichever is greater effective 7/1/87 and 65 cents or 7 percent, whichever is greater 7/1/88; $300 bonus 11/15/88 for those employed as of 10/1/88; 11th paid holiday, employee's birthday; 3 personal leave days; 3 days bereavement pay; 10 days sick leave at 100 percent of pay (was 7 days at 90 percent); first contract.
State employees (professionals, management analysts, accountants, and programmers) Ohio State, County, and Municipal Employees—6,500	See next column 7/1/86	3-year agreement negotiated 8/86 provided: settlement terms similar to those for administrative support employees (see above listing); first contract.
State employees (paraprofessional health care) Ohio State, County, and Municipal Employees—5,800	See next column 7/1/86	3-year agreement negotiated 8/86 provided: settlement terms similar to those for administrative support employees (see above listing); first contract.
State employees (maintenance and trades) Ohio State; County, and Municipal Employees—5,400	See next column 7/1/86	3-year agreement negotiated 8/86 provided: settlement terms similar to those for administrative support employees (see above listing); first contract.
City employees (general) Cincinnati, OH State, County and Municipal Employees—2,800	3.5 percent 8/24/86	2-year agreement negotiated 8/86 also provided: 3.5 percent wage increase on 8/23/87; first listing.
State employees (technical) Michigan Michigan Employees Association (Ind.)—1,650	5 percent 10/1/86	Deferred increase negotiated 11/84 (CWD Feb. 1985.); see CWD Apr. 1986.
State employees (scientists, engineers) Michigan Michigan Professional Employees Society (Ind.)—1,400	6 percent 10/1/86	Deferred increase negotiated 11/21/84 (CWD Jan. 1985); see CWD Nov. 1985.
State employees (institutional mental health unit) Michigan State, County and Municipal Employees—1,200	5 percent across the board, 20 cents equity adjustment for specified classifications 10/1/86	Deferred increase negotiated 12/2/85 (CWD Feb. 1986); see CWD Apr. 1986.
State employees (labor, trades, safety and regulatory unit) Michigan Michigan State Employes Association—5,000	5 percent 10/1/86	Deferred increase negotiated 1/86 (CWD June 1986).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective	Related information
PUBLIC ADMINISTRATION—Continued		
State employees (human services and administrative support) Michigan Automobile Workers—21,000	5 percent 10/1/86	Deferred increase negotiated 1/86 (CWD June 1986).
Firefighters Phoenix, AZ International Association of Firefighters—850	See next column 7/86	2-year agreement negotiated 7/86 provided: increases of 2 percent on both 1/1/87 and 6/29/87; established longevity payments which includes $50 for each year of service for employees with 6-15 years (maximum payments $1,000); effective 12/28/87, one additional step will be added to the salary schedule; established $125 month hazard pay; 7.5 percent staff assignment pay (was 5); $201.24 month per employee city contribution to health insurance (was $186.24); increasing to $216.24 in 8/87; $92 month per retiree employer payment to health insurance (was $50); see CWD Aug. 1985.
City employees (clerical and technical) Long Beach, CA Long Beach California City Employees Association (Ind.)—1,300	2 percent 7/1/86	3-year agreement negotiated 7/30/86 also provided: wage increases of 1 percent on 1/1/87 and 2 percent on 5/1/87; 3 paid holidays substituted for 3 paid personal days; $260 employer contribution to health insurance (was $207.89) per employee per month and increasing to $270 on 8/1/87 and $282 on 8/1/88; first listing.
County employees (general) Monterey County, CA Monterey County Employees Association (Ind.)—1,600	No wage change 7/86	1-year agreement negotiated 7/86 provided: county will contribute 3.5 percent commencing 1/1/87 towards employees share of retirement plan (previously, employees contribution was 7.5 percent); county will begin on 1/1/87 to pay $42 month per employee for dependents) health insurance; effective 8/1/86, state disability insurance will be integrated with sick leave provisions; see CWD July 1985.

Table 1. Work stoppages involving 1,000 workers or more, 1947-1985[1]

Month and year	Number of stoppages		Workers involved		Days idle	
	Beginning in month or year	In effect during month or year	Beginning in month or year (thousands)	In effect during month or year (thousands)	Number (thousands)	Percent of estimated working time[2]
1947	270	-	1,629	-	25,720	
1948	245	-	1,435	-	26,127	0.22
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,180	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1,031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,367	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981	145	-	729	-	16,908	.07
1982	96	-	656	-	9,061	.04
1983	81	-	909	-	17,461	.08
1984	62	-	376	-	8,499	.04
1985	52	-	324	-	7,079	.03
1985: January	2	9	4.7	16.0	278.3	.01
February	4	10	29.3	39.6	259.3	.01
March	4	12	15.2	48.2	698.5	.03
April	3	8	6.2	14.8	222.1	.01
May	2	8	6.9	15.1	236.6	.01
June	2	8	15.7	28.5	454.3	.02
July	9	13	50.1	56.9	476.5	.02
August	6	18	15.3	66.8	810.8	.04
September	11	20	69.5	93.9	863.8	.04
October	6	20	76.6	119.3	1,428.8	.06
November	3	13	26.2	47.0	688.2	.04
December	2	9	8.2	38.0	661.9	.03
1986p: January	4	7	7.6	12.0	170.0	.01
February	3	7	24.0	28.4	309.5	.02
March	2	8	11.2	38.6	367.5	.02
April	4	8	6.1	17.6	297.3	.02
May	6	10	28.6	41.2	303.6	.02
June	11	15	198.0	205.9	3,684.3	.07
July	13	22	46.7	66.3	894.5	.04
August	10	22	113.3	144.8	1,612.1	.07
September	5	16	32.4	84.0	1,191.7	.06

[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they are involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in " 'Total Economy' Measure of Strike Idleness," *Monthly Labor Review*, October 1968, pp. 54-56.

p=preliminary.

Table 2. Work stoppages involving 1,000 workers or more during September 1986

Organization involved and location[1]	Beginning date	Ending date	Number workers[2]	Days of idleness during September
Watsonville Canning and Frozen Food Warehouse Watsonville, CA Teamsters (Ind.)	9/9/85		1,000	21,000
Construction [3] Seattle, WA Painters	6/24/86		1,500	31,500
Boise Cascade Corporation Rumford, ME Paperworkers	7/1/86	9/7/86	1,200	6,000
Ormet Corporation Hannibal, OH Steelworkers	7/1/86		1,500	31,500
Hayes International Corporation Birmingham, AL Auto Workers	7/21/86	9/16/86	2,100	23,100
USX Corporation Interstate Steelworkers	8/1/86		22,000	462,000
Hammermill Paper Company Thilmanay Pulp and Papers Division Kankauna, WI Paperworkers	8/8/86	9/4/86	1,200	4,800
Brooklyn Union Gas Company Brooklyn and Queens, NY Transport Workers	8/12/86		2,300	48,300
Winery Employers Association California	8/18/86		2,200	36,200
Armco Incorporated Middletown, OH Armco Employees Independent, Incorporated (Ind.)	9/5/86	9/13/86	4,300	25,800
Southern New England Telecommunications Corporation Connecticut Connecticut Union of Telephone Workers (Ind.)	9/13/86		9,700	116,400
Babcock and Wilcock Beaver Falls, PA Steelworkers	9/14/86		1,300	15,600
Timken Company Canton, Columbus and Wooster, OH Steelworkers	9/15/86		5,800	69,600
Atlantic City Casino Association Atlantic City, NJ Hotel and Restaurant Empoyees	9/16/86	9/17/86	13,000	13,000
Hercules Incorporated Radford, VA Chemical Workers	9/16/86		2,600	28,600
Deere and Company Waterloo and Dubuque, IA and Milan, IL Auto Workers	8/23/86		12,300	258,300
Stoppages beginning in September:	5 stoppages		32,400	
Stoppages in effect in September:	16 stoppages		84,000	1,191.7

---

[1] Labor organizations are affiliated with AFL-CIO except where noted as independent (Ind.).

[2] The number of workers involved is rounded to the nearest hundred.

[3] Employees returned to work on June 26 to complete a project. Union reports that it will resume the strike in the near future.

Major Agreements Expiring in November

Industry or activity	Employer and location	Labor organization[1]	Number of workers
Private			
Food products	General Foods Corp. (Battle Creek, MI)	Retail, Wholesale and Department Store	1,350
	Tropicana Products, Inc. (Bradenton, FL)	Teamsters (Ind.)	1,350
Fabricated metal products	Olin Corp. (East Alton, IL)	Machinists	2,300
Electrical products	Gibson Products Corp. (Greenville, MI)	Auto Workers	3,500
Transportation equipment	Dana Corp., Parish Division (Reading, PA)	Steelworkers	2,200
Instruments	Leeds and Northrup Co. (North Wales, PA)	Auto Workers	1,000
Miscellaneous manufacturing	Armstrong World Industries (Lancaster, PA)	Rubber Workers	1,600
Air transportation	American Airlines (Interstate)	Association of Professional Flight Attendants (Ind.)	6,200
Utilities	Columbia Gas Transmission Corp. (Interstate)	Oil, Chemical and Atomic Workers	1,000
Retail trade	Kroger Co. (Interstate)	Food and Commercial Workers	5,700
	Century Food Stores (Milwaukee, WI)	Food and Commercial Workers	2,000
Insurance	Blue Cross-Blue Shield of Wisconsin (Milwaukee, WI)	Office and Professional Employees	1,450
Real estate	Chicago walk-up apartments (Chicago, IL)	Service Employees	4,900
	Chicago fireproof buildings (Chicago, IL)	Service Employees	2,600
Services	Textile Maintenance Institute of Chicagoland, dry cleaning contract (Chicago, IL)	Textile Processors (Ind.)	1,700
	Textile Maintenance Institute of Chicagoland, laundry, linen and industrial contract (Chicago, IL)	Textile Processors (Ind.)	1,000
	Associated Press (Interstate)	Wire Service Guild, Newspaper Guild	1,400
	RCA Corp., RCA Service Co. Division (Interstate)	Electrical Workers (IBEW)	2,500
Amusements	Phonograph Record Labor Agreement (Interstate)	Musicians	6,000
Hospitals	Johns Hopkins Hospital (Baltimore, MD)	Hospital and Health Care Employees	1,400
	Major Honolulu hospitals (Hawaii)	Nurse's Association (Ind.)	1,500
Public			
Utilities	Arizona: Phoenix Salt River Project	Electrical Workers (IBEW)	3,500
General government	Michigan: Wayne County multiunit	State, County and Municipal Employees	3,000
Transit	Illinois: Chicago Transit Authority multidepartments	Transit Union	11,000
	Pennsylvania: Allegheny County Port Authority	Transit Union	2,550

[1] Affiliated with AFL-CIO except where noted as independent (Ind.).

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars are current earnings adjusted for price changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance, and Social Security.

The index covers all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981 = 100), for most of the current series. Compensation indexes begin in December 1979 for white-collar, blue-collar, and service workers, for goods-producing and service-producing industries, for manufacturing and nonmanufacturing, and for workers by bargaining status and by area size. Within the bargaining status series, compensation data for goods-producing and service-producing industries and for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during the reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those deferred from earlier negotiations, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for compensation). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Data relate to the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective date of

agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while compensation changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover or establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.32	$8.57
1977 dollars	5.18	5.25	5.29	5.14	4.89	4.83	4.83	4.89	4.91	4.88
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	175.45	189.00	203.70	219.91	235.10	255.20	267.26	280.70	292.86	299.09
1977 dollars	186.85	189.00	189.31	183.41	172.74	170.13	168.09	171.26	172.76	170.42
Indexes										
Average hourly compensation:										
All persons, business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	119.1	131.5	143.7	154.9	161.5	168.1	175.3
1977 dollars	98.7	100.0	100.8	99.4	96.7	95.7	97.3	98.2	98.1	98.8
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	118.7	130.0	143.3	154.4	161.1	167.4	173.9
1977 dollars	98.0	100.0	100.8	99.1	96.3	95.5	97.0	98.0	97.6	98.0
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.3	165.2
1977 dollars	99.0	100.0	100.5	97.4	93.5	92.6	93.4	94.8	94.6	94.1

[1] Production or nonsupervisory workers.

r = revised.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1985				1986								
	Sept	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector: [1]													
Current dollars	$8.67	$8.64	$8.66	$8.71	$8.72	$8.74	$8.73	$8.72	$8.72	$8.71	$8.69	$8.69	$8.81
1977 dollars	4.91	4.88	4.87	4.89	4.88	4.91	4.93	4.94	4.92	4.89	4.89	4.88	-
Average weekly earnings, private nonfarm sector: [1]													
Current dollars	303.45	301.54	301.37	306.59	302.58	300.66	302.93	301.71	302.58	303.98	304.15	305.02	307.47
1977 dollars	171.83	170.36	169.59	172.05	169.32	168.82	171.05	170.94	170.85	170.78	170.97	171.17	-
Indexes, 1977=100													
Hourly Earnings Index: [1]													
Current dolars	166.7	166.2	167.0	168.2	167.9	168.6	168.5	168.4	168.7	168.8	168.5	168.4	170.0
1977 dollars	94.4	93.9	94.0	94.4	94.0	94.6	95.2	95.4	95.2	94.8	94.7	94.5	-
	Data after seasonal adjutment												
In dollars													
Average hourly earnings, private nonfarm sector: [1]													
Current dollars	$8.62	$8.63	$8.65	$8.70	$8.68	$8.71	$8.73	$8.72	$8.73	$8.74	$8.73	$8.75	$8.77
1977 dollars	4.89	4.88	4.87	4.89	4.88	4.89	4.93	4.94	4.94	4.92	4.92	4.92	-
Average weekly earnings, private nonfarm sector: [1]													
Current dollars	300.84	301.19	301.02	303.63	303.80	303.98	304.68	303.46	303.80	303.28	302.93	305.50	304.32
1977 dollars	170.74	170.45	169.49	170.20	169.72	170.58	171.94	171.93	171.83	170.67	170.57	171.07	-
Indexes, 1977=100													
Average hourly compensation (quarterly data):													
All persons, business sector:													
Current dollars (1977=100)	-	-	178.0	-	-	179.1	-	-	180.4	-	-	-	-
1977 dollars	-	-	99.0	-	-	99.2	-	-	100.3	-	-	-	-
All employees, nonfarm business sector:													
Current dollars (1977=100)	-	-	176.2	-	-	177.6	-	-	178.5	-	-	-	-
1977 dollars	-	-	98.0	-	-	98.4	-	-	99.3	-	-	-	-
Hourly Earnings Index: [1]													
Current dollars (1977=100)	166.4	166.2	166.8	167.7	167.3	168.2	168.5	168.4	168.7	169.2	168.9	169.2	169.7
1977 dollars	94.1	94.4	94.0	93.9	94.0	93.5	94.4	95.1	95.4	95.2	95.1	95.1	-

[1] Production or nonsupervisory workers.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p=preliminary.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars											
Average hourly earnings, private nonfarm economy	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.32	$8.57
Mining	5.95	6.46	6.94	7.67	8.49	9.17	10.04	10.77	11.28	11.63	11.98
Contract construction	7.31	7.71	8.10	8.66	9.27	9.94	10.82	11.63	11.94	12.13	12.31
Manufacturing	4.83	5.22	5.68	6.17	6.70	7.27	7.99	8.49	8.83	9.19	9.53
Transportation and public utilities	5.88	6.45	6.99	7.57	8.16	8.87	9.70	10.32	10.79	11.12	11.40
Wholesale trade	4.73	5.03	5.39	5.88	6.39	6.96	7.56	8.09	8.55	8.89	9.16
Retail trade	3.36	3.57	3.85	4.20	4.53	4.88	5.25	5.48	5.74	5.85	5.94
Finance, insurance and real estate	4.06	4.27	4.54	4.89	5.27	5.79	6.31	6.78	7.29	7.63	7.94
Services	4.02	4.31	4.65	4.99	5.36	5.85	6.41	6.92	7.31	7.59	7.89
Indexes, 1977 = 100											
Hourly Earnings Index, private nonfarm economy[1]	86.7	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.3	165.2
Mining	85.4	92.5	100.0	112.2	122.9	134.2	148.2	158.9	166.7	173.8	178.9
Contract construction	90.3	95.1	100.0	106.7	114.1	121.9	132.0	141.2	145.6	148.1	150.4
Manufacturing	85.9	92.5	100.0	108.3	117.6	129.4	141.9	152.4	157.9	162.8	168.6
Transportation and public utilities	84.3	92.2	100.0	108.2	116.8	127.2	139.4	148.8	156.6	161.7	166.3
Wholesale trade	87.7	93.3	100.0	109.1	118.6	129.0	139.9	149.7	158.2	164.4	169.0
Retail trade	87.0	92.7	100.0	109.1	117.7	127.2	137.0	143.4	150.2	153.2	155.6
Finance, insurance, and real estate	89.2	94.0	100.0	107.6	116.0	127.0	138.1	148.3	158.7	165.7	171.8
Services	86.5	92.9	100.0	107.4	115.1	125.5	137.3	147.9	156.0	161.8	168.2

[1] Production or nonsupervisory workers.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1985				1986								
	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.p	Sept.p
	Date before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$8.67	$8.64	$8.66	$8.71	$8.72	$6.74	$8.73	$8.72	$8.72	$8.71	$8.69	$8.69	$8.81
Mining	12.05	12.00	12.07	12.27	12.24	12.32	12.35	12.43	12.44	12.50	12.46	12.45	12.49
Contract construction	12.46	12.42	12.28	12.47	12.34	12.35	12.22	12.29	12.33	12.31	12.31	12.40	12.55
Manufacturing	9.57	9.56	9.63	9.74	9.70	9.70	9.72	9.70	9.71	9.70	9.74	9.67	9.75
Transportation and public utilities	11.54	11.48	11.59	11.61	11.59	11.64	11.62	11.55	11.54	11.57	11.61	11.58	11.67
Wholesale trade	9.22	9.16	9.23	9.33	9.28	9.36	9.33	9.29	9.29	9.32	9.30	9.31	9.35
Retail trade	5.98	5.95	5.97	5.99	6.03	6.04	6.03	6.01	6.00	5.99	5.97	5.95	6.04
Finance, insurance, and real estate	8.04	8.01	8.06	8.15	8.14	8.28	8.30	8.29	8.31	8.37	8.30	8.34	8.41
Services	7.99	7.99	8.05	8.12	8.12	8.17	8.18	8.12	8.10	8.10	8.04	8.04	8.20
Indexes, 1977=100													
Hourly Earnings Index, private nonfarm economy[1]	166.7	166.2	167.0	168.2	167.9	168.6	168.5	168.4	168.6	168.8	168.5	168.4	170.0
Mining	179.4	178.8	180.1	181.7	180.9	180.5	180.1	181.2	181.1	181.4	181.7	180.8	181.4
Contract construction	152.5	151.9	149.7	151.7	150.0	149.7	148.3	149.9	150.7	150.5	150.3	151.4	153.3
Manufacturing	169.3	169.3	170.2	171.3	171.4	171.6	171.9	172.2	172.5	172.3	172.8	172.2	172.8
Transportation and public utilities	168.6	167.7	169.5	170.1	169.3	170.3	169.8	169.0	169.1	169.5	169.3	169.2	170.8
Wholesale trade	170.2	169.1	170.3	172.2	171.1	172.4	171.9	171.3	171.4	172.0	171.4	171.6	172.5
Retail trade	157.0	156.0	156.2	157.0	157.3	157.7	157.7	157.8	157.9	157.9	157.4	157.1	158.9
Finance, insurance, and real estate	174.0	173.2	174.3	176.2	175.8	178.8	179.2	178.9	179.3	180.5	179.1	179.9	181.2
Services	170.5	170.1	171.4	172.8	172.7	173.8	174.0	173.1	173.2	173.3	172.4	172.5	175.6
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$8.62	$8.63	$8.65	$8.70	$8.68	$8.71	$8.73	$8.72	$8.73	$8.74	$8.73	$8.75	$8.77
Mining[2]	12.05	12.00	12.07	12.27	12.24	12.32	12.35	12.43	12.44	12.50	12.46	12.45	12.49
Contract construction	12.35	12.33	12.34	12.04	12.25	12.29	12.23	12.34	12.38	12.43	12.40	12.44	12.44
Manufacturing	9.58	9.61	9.63	9.68	9.65	9.68	9.70	9.68	9.72	9.71	9.73	9.75	9.76
Transportation and public utilities	11.49	11.47	11.52	11.56	11.56	11.62	11.65	11.58	11.62	11.63	11.62	11.59	11.61
Wholesale trade	9.20	9.19	9.24	9.30	9.22	9.34	9.36	9.27	9.29	9.35	9.31	9.36	9.33
Retail trade	5.98	5.96	5.97	6.02	5.99	5.99	6.01	5.99	5.99	6.00	6.00	6.01	6.04
Finance, insurance, and real estate[2]	8.04	8.01	8.06	8.15	8.14	8.28	8.30	8.29	8.31	8.37	8.30	8.34	8.41
Services	7.97	7.98	8.02	8.05	8.05	8.11	8.16	8.11	8.12	8.17	8.12	8.15	8.18
Indexes, 1977=100													
Hourly Earnings Index, private nonfarm economy[1]	166.4	166.2	166.8	167.7	167.3	168,2	168.5	168.4	168.7	169.2	168.9	169.2	169.7
Mining[2]	179.4	178.8	180.1	181.7	180.9	180.5	180.1	181.2	181.1	181.4	181.7	180.8	181.4
Contract construction	150.7	150.4	150.3	151.2	149.7	149.7	149.2	150.6	151.0	151.4	150.8	151.4	151.5
Manufacturing	169.5	169.7	170.2	171.0	170.7	171.3	171.8	171.4	172.5	172.4	172.7	173.0	170.0
Transportation and public utilities	167.9	167.4	168.5	169.1	168.6	169.6	170.2	169.3	170.1	170.7	170.3	169.7	170.1
Wholesale trade	170.2	169.1	170.3	172.2	171.1	172.4	171.9	171.3	171.4	172.0	171.4	171.6	172.5
Retail trade	156.8	156.4	156.6	157.5	157.0	157.3	157.4	157.3	157.2	157.8	157.7	158.2	158.8
Finance, insurance, and real estate[2]	174.0	173.2	174.3	176.2	175.8	178.8	179.2	178.9	179.3	180.5	179.1	179.9	181.2
Services	169.8	169.9	170.9	171.6	171.7	173.1	174.0	173.1	173.4	174.3	173.4	174.3	174.9

[1] Production or nonsupervisory workers.

[2] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p=preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1984			1985				1986		
	II	III	IV	I	II	III	IV	I	II	III p
Average hourly compensation:										
All persons, business sector	3.8	4.6	4.2	3.9	4.5	4.4	4.4	3.9	3.3	–
All employees, nonfarm business sector:										
Current dollars	3.7	4.3	4.1	3.9	4.2	3.9	3.8	3.6	3.0	–
1977 dollars	-.6	.1	.1	.3	.5	.5	.2	.5	1.3	–
Average hourly earnings, private nonfarm economy[1]	4.1	4.0	3.4	3.2	3.1	2.8	3.0	2.8	2.2	1.9
Mining[2]	3.7	3.2	2.0	2.7	2.7	2.8	4.1	3.5	4.3	4.0
Contract construction	1.8	1.7	1.4	1.8	1.3	1.4	1.4	-.1	.8	.9
Manufacturing	4.1	4.0	3.8	4.0	4.1	3.6	3.5	2.7	2.1	1.9
Transportation and public utilities	2.9	3.4	2.4	2.5	2.4	2.5	2.8	2.9	2.3	1.5
Wholesale trade	4.9	4.9	4.3	3.3	3.4	2.7	2.6	2.7	1.8	1.7
Retail trade	2.7	1.9	1.8	1.3	1.3	1.7	1.8	1.8	1.4	1.1
Finance, insurance, and real estate[2]	4.5	4.3	4.0	4.0	4.0	3.8	4.5	5.0	5.5	5.1
Services	4.5	4.5	4.2	4.0	4.0	3.9	4.1	4.3	3.6	3.8
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	3.5	3.4	3.1	3.1	3.1	3.0	3.0	2.8	2.5	2.2
1977 dollars	.5	-.1	-.4	-.5	-1.0	-.2	-.2	.0	1.3	—
Mining[2]	4.6	4.4	3.9	3.8	3.1	2.4	2.4	1.4	1.5	1.3
Contract construction	2.0	1.7	1.3	2.0	1.5	1.4	1.4	-.3	.6	.6
Manufacturing	3.2	3.4	3.3	3.7	3.8	3.6	3.3	2.7	2.4	2.1
Transportation and public utilities	3.3	3.4	2.9	2.6	2.7	2.8	3.0	3.1	2.7	1.9
Wholesale trade	4.8	4.7	4.2	3.1	3.1	2.5	2.4	2.5	1.7	1.7
Retail trade	2.8	1.9	1.7	1.3	1.2	1.7	1.8	1.8	1.5	1.5
Finance, insurance, and real estate[2]	4.4	4.6	3.6	3.4	3.5	3.5	4.2	4.8	5.1	4.7
Services	4.4	4.4	4.0	3.8	3.9	3.8	4.1	4.5	3.7	3.2
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	5.1	4.7	3.5	2.5	2.2	2.0	2.4	2.7	1.7	1.5
1977 dollars	2.0	1.1	-.1	-1.0	-1.9	-1.1	-.8	-.2	.5	—

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p=preliminary.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1983	1984				1985				1986		
	IV	I	II	III	IV	I	II	III	IV	I	II	III^{p}
Average hourly compensation:												
All persons, business sector	5.3	5.7	2.8	4.6	3.8	4.2	5.1	4.4	3.8	2.5	2.7	-
All employees, nonfarm business sector:												
Current dollars	4.6	4.9	3.2	4.3	4.1	3.9	4.4	3.2	3.6	3.1	2.1	-
1977 dollars	0.4	-0.2	-0.4	0.5	0.4	0.6	0.3	0.6	-0.7	1.6	3.9	-
Average hourly earnings, private nonfarm economy[1]	5.2	4.0	3.6	3.3	2.7	3.0	3.2	2.2	3.5	2.2	1.1	.9
Mining[2]	3.8	6.2	1.7	.9	-.7	8.9	1.9	1.3	4.3	6.4	5.1	.3
Contract construction	2.4	1.7	2.7	.6	.9	3.1	.5	1.0	1.2	-3.2	4.2	1.4
Manufacturing	5.1	4.5	3.1	4.2	4.0	4.8	3.4	2.4	3.2	1.5	1.1	1.8
Transportation and public utilities	5.0	3.0	2.7	2.8	1.7	2.6	2.5	3.1	2.8	3.3	0.0	-.1
Wholesale trade	6.4	3.7	3.2	4.1	3.6	2.2	3.4	1.5	3.1	2.8	-.1	1.3
Retail trade	3.3	1.6	1.8	.7	2.1	.7	1.6	2.5	2.3	.9	-.2	1.6
Finance, insurance and real estate[2]	7.5	6.8	2.1	3.7	3.9	6.4	2.2	2.7	6.7	8.5	4.1	1.3
Services	4.8	4.4	4.5	3.9	3.9	3.7	4.4	3.8	4.6	4.6	1.3	.8
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	4.3	3.6	3.0	2.8	3.1	3.4	3.0	2.4	3.2	2.7	1.8	1.1
1977 dollars	.9	.8	1.2	-3.2	-.4	.6	-.9	.1	-.6	1.4	4.4	-
Mining[2]	4.5	5.0	3.8	4.2	2.7	4.4	1.3	1.1	2.6	.7	1.7	.1
Contract construction	2.4	3.3	2.4	.7	.9	3.8	.5	.5	.8	-2.8	4.1	.5
Manufacturing	3.5	3.9	3.2	3.4	3.6	4.6	3.6	2.5	2.4	2.3	2.4	1.4
Transportation and public utilities	4.9	3.9	2.6	3.1	2.4	2.4	2.9	3.4	3.3	2.8	1.4	(3)
Wholesale trade	6.3	4.5	2.5	3.5	3.9	2.6	2.5	.9	3.6	3.1	-.6	.7
Retail trade	3.5	1.4	1.9	.4	1.9	.9	1.8	2.2	2.3	1.0	.6	2.0
Finance, insurance, and real estate[2]	6.9	6.7	2.1	3.0	3.1	5.5	2.5	2.9	6.1	8.0	3.7	1.1
Services	5.2	3.2	4.2	3.7	3.9	3.4	4.7	3.3	4.9	5.0	1.6	1.3
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	6.8	5.6	4.0	2.1	2.0	1.9	2.8	1.4	3.5	3.0	-.8	.5
1977 dollars	3.5	2.3	2.2	-3.8	-1.5	-.9	-1.1	-.9	-.4	1.7	1.7	-

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

^{p} = preliminary.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985				1986								
	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.^{p}	Sept.^{p}
Average hourly earnings, private nonfarm economy[1]	2.9	3.0	2.9	3.1	2.8	2.7	2.7	2.3	2.3	2.0	2.1	1.9	1.7
Mining[2]	2.8	3.1	3.8	4.8	3.2	3.5	3.7	4.1	4.7	4.0	4.5	3.8	3.7
Contract construction	1.6	1.4	1.4	1.6	.2	-.2	-.3	.4	.7	1.1	.9	1.0	.7
Manufacturing	3.5	3.6	3.3	3.5	2.7	2.7	2.6	2.0	2.3	1.9	2.0	1.9	1.9
Transportation and public utilities	2.9	2.6	2.9	2.8	2.8	3.0	3.0	2.3	2.6	2.0	2.0	1.4	1.0
Wholesale trade	2.6	2.5	2.7	2.5	2.6	2.8	2.7	1.8	1.8	1.9	1.7	2.1	1.4
Retail trade	2.2	1.7	1.2	2.4	1.9	1.7	1.9	1.5	1.2	1.4	1.2	1.2	1.0
Finance, insurance and real estate[2]	3.5	4.4	4.4	4.6	4.6	5.1	5.3	5.5	5.9	5.2	5.3	5.4	4.6
Services	4.0	4.2	4.2	4.0	4.1	4.2	4.6	3.8	3.6	3.3	3.0	2.8	2.6
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	3.1	3.0	3.0	3.1	2.8	2.8	2.9	2.6	2.6	2.4	2.4	2.3	2.0
1977 dollars	.5	.1	-.3	-.4	-.9	-.1	1.0	1.4	1.4	1.0	1.2	1.1	-
Mining[2]	2.0	2.3	2.2	2.7	1.9	1.1	1.3	1.4	1.8	1.4	1.6	1.1	1.1
Contract construction	1.7	1.5	1.2	1.5	.2	-.4	-.5	.2	.5	1.1	.6	.8	.5
Manufacturing	3.4	3.2	3.3	3.3	2.7	2.7	2.7	2.5	2.5	2.2	2.2	2.1	2.1
Transportation and public utilities	3.2	2.6	3.2	3.2	2.9	3.2	3.3	2.6	3.0	2.6	2.4	1.8	1.3
Wholesale trade[2]	2.4	2.3	2.4	2.4	2.4	2.6	2.5	1.7	1.7	1.8	1.7	2.0	1.4
Retail trade	2.2	1.9	1.4	2.1	2.0	1.8	1.7	1.6	1.3	1.6	1.6	1.6	1.2
Finance, insurance, and real estate[2]	3.3	4.1	4.2	4.4	4.4	5.0	5.2	5.1	5.5	4.8	4.9	5.0	4.2
Services	4.0	4.0	4.3	3.9	4.2	4.4	4.7	3.9	3.8	3.3	3.4	3.2	3.0
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	2.0	2.7	2.0	2.5	2.8	2.7	2.4	2.1	1.8	1.4	1.8	1.6	1.2
1977 dollars	-.6	-.2	-1.3	-1.0	-.8	-.2	.5	1.0	.6	(3)	.7	.4	-

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

^{p} = preliminary.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985				1986								
	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.^{p}	Sept.^{p}
Average hourly earnings, private nonfarm economy[1]	2.8	2.6	2.8	3.1	3.1	2.8	2.6	2.1	1.9	.9	1.2	.9	.9
Mining[2]	2.4	1.0	3.2	4.2	5.4	5.6	5.0	7.3	6.2	3.8	3.6	2.1	2.5
Contract construction	1.3	.7	.8	1.8	-.6	-.5	-1.9	.2	.6	.5	2.5	2.5	3.5
Manufacturing	2.8	2.5	2.8	3.2	2.3	2.3	2.5	1.5	1.9	.6	1.7	1.5	1.2
Transportation and public utilities	3.2	2.7	3.4	2.8	3.0	3.4	2.8	1.9	1.7	1.2	1.0	-.5	-.7
Wholesale trade	2.0	1.8	2.4	2.6	1.5	3.7	3.5	1.7	1.1	1.1	2.0	.4	-.6
Retail trade	2.7	2.0	1.7	3.4	2.0	1.7	1.0	1.0	.7	-.7	.3	.7	1.0
Finance, insurance and real estate[2]	4.1	3.9	5.4	4.6	6.7	9.6	6.6	7.1	6.3	5.5	4.0	1.5	2.7
Services	4.4	4.4	4.6	3.6	4.4	4.6	4.8	3.3	2.5	3.0	1.7	1.0	.5
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	3.1	2.4	2.9	3.1	2.9	3.3	2.6	2.7	2.3	1.7	1.8	1.2	1.3
1977 dollars	.4	([3])	-.3	-.5	-1.0	.7	1.5	2.9	3.2	2.5	3.4	-	-
Mining[2]	1.8	.1	2.4	3.1	2.3	1.9	.6	2.5	1.1	-.3	.9	.4	1.4
Contract construction	.8	.1	.1	1.8	-1.3	-.8	-1.9	.4	1.0	.3	1.5	2.3	3.0
Manufacturing	2.6	2.3	2.4	2.7	2.1	2.3	2.7	2.7	2.6	1.7	2.3	1.9	1.5
Transportation and public utilities	3.8	3.0	3.9	3.2	2.9	3.6	2.7	2.3	2.0	1.9	2.0	.1	([3])
Wholesale trade	3.1	.8	2.1	3.8	3.1	5.0	1.9	2.6	1.3	-.2	.4	-1.0	.8
Retail trade	2.6	2.1	1.7	3.0	2.3	2.0	.7	1.2	.9	.3	.9	1.2	1.7
Finance, insurance, and real estate[2]	4.1	3.5	5.2	4.7	6.1	8.9	6.2	6.7	5.8	4.9	3.7	1.2	2.2
Services	4.5	4.0	4.8	3.4	4.8	5.0	4.9	3.8	2.9	3.2	2.0	1.4	1.1
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	2.3	2.6	1.7	3.1	4.3	2.8	2.6	1.5	1.9	-.2	-.6	.3	-.2
1977 dollars	.4	.2	-1.5	.5	.3	.2	1.4	1.7	2.8	.6	1.0	.6	-

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

^{p} = preliminary.

Table 9. Employment Cost Index by occupation and industry group[1]
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986
Civilian workers[2]	126.4	130.6	131.5	0.7	1.1	0.7	4.6	4.1	4.0
Workers, by occupational group									
White-collar workers	128.3	133.1	134.2	.8	1.1	.8	5.1	4.6	4.6
Blue-collar workers	123.1	126.2	126.8	.7	1.0	.5	3.8	3.3	3.0
Service occupations	128.0	133.1	133.7	.2	1.0	.5	4.8	4.1	4.5
Workers, by industry division									
Goods-producing[1]	123.9	126.9	128.1	.6	1.1	.9	4.2	3.0	3.4
Manufacturing	124.6	127.7	128.7	.6	1.3	.8	4.6	3.1	3.3
Service-producing[2]	127.9	132.9	133.7	.8	1.1	.6	4.8	4.7	4.5
Services	132.6	138.8	139.4	.5	1.2	.4	5.7	5.2	5.1
Health services	–	–	–	.5	1.2	1.0	–	3.6	4.1
Public administration	130.3	136.8	138.0	.2	1.5	.9	5.3	5.1	5.9
Nonmanufacturing	127.2	131.9	132.8	.8	1.0	.7	4.6	4.5	4.4
Private industry workers	125.2	128.9	129.9	.8	1.1	.8	4.2	3.8	3.8
Workers, by occupational group									
White-collar workers	127.1	131.3	132.5	1.0	1.2	.9	4.7	4.4	4.2
Blue-collar workers	122.8	125.7	126.3	.7	1.0	.5	3.7	3.1	2.9
Service occupations	126.5	130.9	131.1	.2	1.1	.2	4.4	3.6	3.6
Workers, by industry division									
Goods-producing[1]	123.8	126.7	127.8	.7	1.1	.9	4.2	3.0	3.2
Service-producing[2]	126.4	130.8	131.6	1.0	1.1	.6	4.2	4.5	4.1
State and local government workers	132.0	138.9	139.7	.2	1.0	.6	6.1	5.5	5.8
Workers, by occupational group									
White-collar workers	132.9	140.0	140.5	.3	1.0	.4	6.3	5.7	5.7
Blue-collar workers	128.5	134.7	136.3	.3	1.5	1.2	5.1	5.2	6.1
Workers, by industry division									
Services	133.2	140.4	140.8	.3	.9	.3	6.6	5.7	5.7
Hospitals and other services[3]	131.5	136.9	137.9	.3	1.2	.8	4.6	4.3	4.9
Health services	–	–	–	.1	.8	1.0	–	4.2	5.1
Schools	133.7	141.5	141.7	.2	.9	.1	7.2	6.1	6.0
Elementary and secondary	134.6	143.0	143.2	.1	.7	.1	7.1	6.4	6.4
Public administration	130.3	136.8	138.0	.2	1.5	.9	5.3	5.1	5.9

– Data not available.

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

[3] Includes, for example, library, social, and health services.

Table 10. Employment Cost Index for wages and salaries only, by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986
Civilian workers[2]	124.2	128.3	129.3	0.9	1.0	0.8	4.5	4.2	4.1
Workers, by occupational group									
White-collar workers	126.4	131.2	132.4	1.0	1.1	.9	5.0	4.8	4.7
Blue-collar workers	120.5	123.4	124.1	1.0	.9	.6	3.8	3.4	3.0
Service workers	125.3	129.8	130.0	.4	.9	.2	4.6	4.0	3.8
Workers, by industry division									
Goods-producing [1]	121.5	124.4	125.6	1.0	1.1	1.0	4.3	3.4	3.4
Manufacturing	122.3	125.3	126.5	1.1	1.2	1.0	4.7	3.6	3.4
Service-producing [2]	125.8	130.7	131.5	.9	1.0	.6	4.6	4.8	4.5
Services	130.5	136.4	137.0	.6	1.2	.4	5.4	5.2	5.0
Health services	–	–	–	.7	1.1	.7	–	3.4	3.4
Public administration	127.2	133.8	134.6	.2	1.4	.6	4.9	5.4	5.8
Nonmanufacturing	125.0	129.6	130.4	.9	.9	.6	4.4	4.6	4.3
Private industry workers	123.3	126.8	127.9	1.1	1.0	.9	4.3	3.9	3.7
Workers, by occupational group									
White-collar workers	125.5	129.6	131.1	1.2	1.0	1.2	4.7	4.5	4.5
Blue-collar workers	120.3	123.1	123.7	1.0	.9	.5	3.8	3.4	2.8
Service occupations	124.4	128.0	128.0	.5	1.1	.0	4.3	3.4	2.9
Workers, by industry division									
Goods-producing [1]	121.4	124.2	125.4	1.0	1.1	1.0	4.3	3.3	3.3
Service-producing [2]	124.8	129.0	129.9	1.1	.9	.7	4.3	4.5	4.1
State and local government workers	128.7	135.5	136.0	.2	1.0	.4	5.5	5.5	5.7
Workers, by occupational group									
White-collar workers	129.6	136.6	137.0	.2	1.0	.3	5.8	5.6	5.7
Blue-collar workers	124.5	130.4	131.9	.2	1.6	1.2	4.1	5.0	5.9
Workers by industry division									
Services	129.7	136.8	137.1	.2	.9	.2	5.9	5.7	5.7
Hospitals and other services [3]	128.0	132.4	133.3	.2	1.1	.7	4.0	3.7	4.1
Health services	–	–	–	.1	.7	.7	–	3.7	4.3
Schools	130.2	138.0	138.2	.2	.7	.1	6.5	6.2	6.1
Elementary and secondary	131.1	139.4	139.4	.2	.6	.0	6.6	6.6	6.3
Public administration	127.2	133.8	134.6	.2	1.4	.6	4.9	5.4	5.8

– Data not available.

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

[3] Includes, for example, library, social, and health services.

Table 11. Employment Cost Index for wages and salaries, private industry workers, by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986
Private industry workers	125.2	128.9	129.9	0.8	1.1	0.8	4.2	3.8	3.8
Excluding sales workers	125.5	129.1	130.0	.8	1.2	.7	4.1	3.7	3.6
Workers, by occupational group									
White-collar occupations	127.1	131.3	132.5	1.0	1.2	.9	4.7	4.4	4.2
Excluding sales workers	128.1	132.2	133.4	1.1	1.4	.9	4.5	4.3	4.1
Professional specialty and technical	–	–	–	–	1.1	.7	–	–	–
Executive, administrative, and managerial	–	–	–	–	1.6	1.1	–	–	–
Administrative support, including clerical	–	–	–	–	1.3	.8	–	–	–
Blue-collar occupations	122.8	125.7	126.3	.7	1.0	.5	3.7	3.1	2.9
Precision production, craft, and repair	–	–	–	–	1.3	.5	–	–	–
Machine operators, assemblers, and inspectors	–	–	–	–	1.0	.5	–	–	–
Transportation and material moving	–	–	–	–	.6	.7	–	–	–
Handlers, equipment cleaners, helpers, and laborers	–	–	–	–	.6	.3	–	–	–
Service occupations	126.5	130.9	131.1	.2	1.1	.2	4.4	3.6	3.6
Workers, by industry division									
Goods-producing[1]	123.8	126.7	127.8	.7	1.1	.9	4.2	3.0	3.2
Construction	–	–	–	1.1	.3	1.6	–	2.8	3.3
Manufacturing	124.6	127.7	128.7	.6	1.3	.8	4.6	3.1	3.3
Durables	–	–	–	–	1.2	.5	–	–	–
Nondurables	–	–	–	–	1.3	1.3	–	–	–
Service-producing[2]	126.4	130.8	131.6	1.0	1.1	.6	4.2	4.5	4.1
Transportation and public utilities	–	–	–	.9	1.3	.2	–	4.0	3.4
Tranportation	–	–	–	.8	2.0	-.2	–	4.3	3.2
Public utilities	–	–	–	.8	.3	.5	–	3.7	3.4
Wholesale and retail trade	–	–	–	1.7	.6	.9	–	4.2	3.4
Retail trade	–	–	–	1.4	.4	.8	–	4.3	3.6
Finance, insurance, and real estate	–	–	–	-.2	.9	.8	–	4.3	5.3
Services	–	–	–	.8	1.5	.6	–	4.9	4.7
Health services	–	–	–	.7	1.2	.5	–	3.5	3.3
Nonmanufacturing	125.6	129.7	130.6	1.0	1.0	.7	4.1	4.3	4.0

– Data not available.

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

Table 12. Employment Cost Index for wages and salaries, private industry workers, by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986
Private industry workers	123.3	126.8	127.9	1.1	1.0	0.9	4.3	3.9	3.7
Excluding sales workers	123.9	127.3	128.2	1.1	1.1	.7	4.4	3.9	3.5
Workers, by occupational group									
White-collar occupations	125.5	129.6	131.1	1.2	1.0	1.2	4.7	4.5	4.5
Excluding sales workers	127.1	131.1	132.4	1.2	1.3	1.0	4.7	4.4	4.2
Professional specialty and technical	128.7	132.7	134.0	.8	.9	1.0	4.0	3.9	4.1
Executive, administrative, and managerial	126.5	130.5	132.1	2.2	1.6	1.2	6.1	5.4	4.4
Sales	117.4	122.4	124.3	.9	-.1	1.6	4.9	5.2	5.9
Administrative support, including clerical	125.6	129.6	130.8	.7	1.3	.9	4.1	3.9	4.1
Blue-collar occupations	120.3	123.1	123.7	1.0	.9	.5	3.8	3.4	2.8
Precision production, craft, and repair	122.0	125.3	125.7	1.0	1.2	.3	4.0	3.7	3.0
Machine operators, assemblers, and inspectors	120.1	122.6	123.6	1.0	.8	.8	3.7	3.1	2.9
Transportation and material moving	115.7	118.0	118.9	1.0	.2	.6	2.7	3.1	2.8
Handlers, equipment cleaners, helpers, and laborers	118.5	120.0	120.3	1.5	.2	.3	3.9	2.8	1.5
Service occupations	124.4	128.0	128.0	.5	1.1	.0	4.3	3.4	2.9
Workers, by industry division									
Goods-producing[1]	121.4	124.2	125.4	1.0	1.1	1.0	4.3	3.3	3.3
Construction	116.6	118.3	119.8	1.0	.3	1.3	2.3	2.4	2.7
Manufacturing	122.3	125.3	126.5	1.1	1.2	1.0	4.7	3.6	3.4
Durables	122.0	124.8	125.8	1.2	1.1	.8	4.6	3.5	3.1
Nondurables	122.6	126.1	127.9	.8	1.2	1.4	4.7	3.7	4.3
Service producing[2]	124.8	129.0	129.9	1.1	.9	.7	4.3	4.5	4.1
Transportation and public utilities	122.8	126.3	126.6	.9	.9	.2	2.9	3.8	3.1
Tranportation	–	–	–	1.0	1.0	-.1	–	3.6	2.5
Public utilities	–	–	–	.7	.5	.8	–	4.0	4.1
Wholesale and retail trade	121.1	124.5	125.8	1.9	.6	1.0	4.4	4.8	3.9
Wholesale trade	126.8	129.7	131.2	2.5	1.1	1.2	5.7	4.9	3.5
Retail trade	118.9	122.5	123.7	1.7	.5	1.0	3.9	4.8	4.0
Finance, insurance, and real estate	121.7	126.6	128.0	-.2	.1	1.1	4.1	3.8	5.2
Services	131.0	136.2	136.9	.8	1.6	.5	5.1	4.8	4.5
Health services	–	–	–	.9	1.2	.8	–	3.3	3.2
Nonmanufacturing	123.9	127.7	128.7	1.1	.9	.8	4.1	4.2	3.9

– Data not available.

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

Table 13. Employment Cost Index, private industry workers, by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986
Workers, by bargaining status									
Union	125.5	128.4	128.7	0.6	1.0	0.2	3.1	2.9	2.5
Goods-producing[1]	123.9	126.4	126.7	.2	1.0	.2	2.9	2.3	2.3
Service-producing[2]	128.0	131.6	131.9	1.0	1.1	.2	3.6	3.9	3.0
Manufacturing	124.2	127.0	126.9	.0	1.2	-.1	3.1	2.3	2.2
Nonmanufacturing	126.6	129.7	130.4	1.0	.9	.5	3.1	3.5	3.0
Nonunion	125.0	129.0	130.2	1.0	1.2	.9	4.9	4.2	4.2
Goods-producing[1]	123.5	126.7	128.2	.9	1.3	1.2	5.5	3.5	3.8
Service-producing[2]	125.8	130.4	131.4	.9	1.1	.8	4.4	4.6	4.5
Manufacturing	124.8	128.1	129.7	1.0	1.4	1.2	5.9	3.6	3.9
Nonmanufacturing	125.1	129.5	130.4	1.0	1.1	.7	4.4	4.5	4.2
Workers, by region									
Northeast	126.4	131.6	133.3	1.0	1.3	1.3	4.7	5.2	5.5
South	125.2	128.7	129.6	.8	1.2	.7	3.7	3.6	3.5
Midwest (formerly North Central)	122.7	125.9	126.2	.6	1.0	.2	4.1	3.2	2.9
West	127.9	130.8	131.6	.9	.8	.6	4.7	3.2	2.9
Workers, by area size									
Metropolitan areas	125.7	129.5	130.5	.8	1.1	.8	4.2	3.8	3.8
Other areas	122.5	125.5	126.4	.9	1.3	.7	4.3	3.4	3.2

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table 14. Employment Cost Index for wages and salaries, private industry workers, by bargaining status, region, and area size
(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent changes for					
				3 months ended			12 months ended		
	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986	June 1985	Mar. 1986	June 1986
Workers, by bargaining status									
Union	123.0	125.6	126.1	1.1	0.7	0.4	3.4	3.2	2.5
Goods-producing [1]	121.3	123.4	124.1	1.1	.6	.6	3.5	2.8	2.3
Service-producing [2]	125.7	129.0	129.3	1.2	.9	.2	3.1	3.9	2.9
Manufacturing	121.7	124.2	124.6	1.1	.7	.3	3.9	3.2	2.4
Nonmanufacturing	124.1	126.9	127.4	1.1	.8	.4	2.8	3.3	2.7
Nonunion	123.4	127.3	128.5	1.1	1.1	.9	4.8	4.3	4.1
Goods-producing [1]	121.4	124.5	126.1	1.0	1.2	1.3	4.9	3.6	3.9
Service-producing [2]	124.4	128.9	129.9	1.1	.9	.8	4.6	4.7	4.4
Manufacturing	122.8	126.1	127.7	1.1	1.4	1.3	5.4	3.8	4.0
Nonmanufacturing	123.6	127.8	128.9	1.1	.9	.9	4.5	4.5	4.3
Workers, by region									
Northeast	124.6	129.2	131.3	1.3	.9	1.6	4.8	5.0	5.4
South	123.4	126.8	127.8	.9	1.1	.8	3.7	3.7	3.6
Midwest (formerly North Central)	121.1	124.2	124.4	1.3	1.1	.2	4.4	3.8	2.7
West	125.1	128.1	128.9	.9	.8	.6	4.6	3.3	3.0
Workers, by area size									
Metropolitan areas	123.8	127.4	128.5	1.1	.9	.9	4.4	4.1	3.8
Other areas	120.6	123.6	124.5	.8	1.3	.7	4.0	3.3	3.2

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table 15. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending														
	1982	1983				1984				1985				1986	
	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	Ip	IIp
Compensation adjustments:[2]															
First year	3.2	2.6	3.1	2.4	3.4	4.8	4.7	4.2	3.6	3.4	3.4	3.1	2.7	2.3	1.5
Over life of contract[3]	2.8	2.9	3.6	3.0	3.0	3.6	3.5	3.2	2.8	2.6	2.7	2.7	2.8	2.6	2.0
Wage-rate adjustments in-															
All industries															
First year	3.8	3.0	2.7	2.2	2.6	3.5	3.5	3.2	2.4	2.4	2.4	2.4	2.3	2.0	1.7
Contracts with COLA clauses[4]	2.2	1.3	.8	.4	1.9	4.0	4.6	4.5	2.9	2.5	2.3	1.9	1.6	1.6	1.6
Contracts without COLA clauses	7.0	6.0	4.7	3.7	3.3	3.0	2.7	2.3	2.1	2.4	2.4	2.7	2.7	2.2	1.7
Over life of contract[3]	3.6	3.5	3.5	3.2	2.8	3.0	3.1	2.8	2.4	2.3	2.4	2.5	2.7	2.5	2.3
Contracts with COLA clauses	2.1	2.2	2.3	2.2	2.0	2.6	2.9	2.8	1.8	1.3	1.5	1.8	2.5	2.5	2.5
Contracts without COLA clauses	6.6	6.0	4.7	4.1	3.7	3.4	3.2	2.8	2.7	2.8	2.8	3.0	2.8	2.5	2.2
Manufacturing															
First year	2.8	1.5	1.2	.6	.4	2.6	3.0	2.6	2.3	2.1	2.0	1.5	.8	.9	.1
Contracts with COLA clauses	2.3	1.0	.4	-.2	-.7	2.4	3.2	1.5	2.1	2.0	1.9	1.5	.8	.8	.7
Contracts without COLA clauses	6.3	5.4	4.7	2.9	3.2	2.9	2.8	3.7	2.9	2.5	2.2	1.5	.9	.9	-.4
Over life of contracts[3]	2.6	2.2	2.5	2.3	2.1	2.8	3.1	2.8	1.5	1.4	1.5	1.6	1.8	1.8	1.4
Contracts with COLA clauses	2.1	1.8	2.0	1.8	1.4	2.2	2.8	1.8	1.0	.9	1.0	1.4	2.1	2.1	2.0
Contracts without COLA clauses	5.8	5.1	4.6	3.9	3.9	3.7	3.6	3.8	3.3	3.2	3.0	2.4	1.6	1.5	.9
Nonmanufacturing															
First year	4.8	5.0	3.8	3.3	3.8	3.8	3.7	3.3	2.5	2.6	2.7	3.2	3.3	2.8	2.7
Contracts with COLA clauses	1.9	2.4	1.7	1.7	4.4	4.9	5.2	5.4	5.5	5.1	4.3	4.0	3.6	3.5	3.2
Contracts without COLA clauses	7.2	6.2	4.7	3.9	3.3	3.0	2.6	2.1	2.0	2.4	2.5	3.0	3.3	2.7	2.6
Over life of contract[3]	4.7	5.4	4.2	3.9	3.2	3.1	3.0	2.8	2.9	2.8	2.9	3.3	3.3	3.0	2.9
Contracts with COLA clauses	2.1	3.5	3.1	3.1	2.6	2.9	3.0	3.1	4.8	4.0	3.8	3.9	3.6	3.6	3.3
Contracts without COLA clauses	6.9	6.2	4.7	4.1	3.7	3.3	3.0	2.6	2.6	2.7	2.8	3.2	3.3	2.9	2.8
Construction															
First year	6.5	5.2	2.6	1.6	1.5	1.2	.8	.9	.5	.9	1.1	1.0	1.5	1.7	2.4
Contracts with COLA clauses	-1.4	-2.3	-1.2	-.6	-.6	.1	-.4	4.0	4.0	4.6	9.2	-	-	-	.7
Contracts without COLA clauses	6.8	6.0	3.3	2.0	1.9	1.4	.9	.9	.4	.8	1.0	-	-	-	2.5
Over life of contract[3]	6.3	5.4	2.9	2.4	2.4	2.0	1.7	1.4	1.0	1.4	1.7	1.7	2.1	2.2	2.6
Contracts with COLA clauses	-.2	.8	.8	.9	.9	.7	.0	1.4	1.4	1.7	4.6	-	-	-	1.1
Contracts without COLA clauses	6.6	5.9	3.3	2.6	2.6	2.2	1.8	1.4	1.0	1.4	1.7	-	-	-	2.6

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

COLA = Cost of Living Adjustment.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 16. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] by year and quarter

Measure	Annual average						Quarterly average									
	1980	1981	1982	1983	1984	1985	1984				1985				1986	
							I	II	III	IV	I	II	III	IV	Ip	IIp
Compensation adjustments:[2]																
First year	10.4	10.2	3.2	3.4	3.6	2.6	5.1	3.5	2.7	3.7	3.6	3.5	2.0	2.0	.4	.7
Over life of contract[3]	7.1	8.3	2.8	2.8	3.0	2.7	4.7	3.2	3.1	2.0	2.7	3.4	3.0	1.4	1.3	1.6
Wage adjustments in—																
All industries:																
First year	9.5	9.8	3.8	2.6	2.4	2.3	2.8	2.6	2.1	2.3	3.3	2.5	2.0	2.1	1.0	1.3
Contracts with COLA clauses	8.0	8.0	2.2	1.9	2.9	1.6	4.7	1.3	1.5	2.6	2.4	1.5	.5	3.1	2.1	1.7
Contracts without COLA clauses	11.7	10.6	7.0	3.3	2.1	2.7	1.6	2.7	2.1	1.1	3.6	2.8	2.9	1.3	.8	1.2
Over life of contract[3]	7.1	7.9	3.6	2.8	2.4	2.7	3.2	2.7	2.6	1.5	3.2	2.8	3.1	1.9	1.6	2.0
Contracts with COLA clauses	5.0	5.5	2.1	2.0	1.8	2.5	4.4	1.3	1.6	1.3	1.8	2.4	2.6	2.7	2.2	1.9
Contracts without COLA clauses	10.3	8.8	6.6	3.7	2.7	2.8	2.6	2.9	2.7	2.1	3.5	2.9	3.3	1.3	1.5	2.0
Manufacturing:																
First year	7.4	7.2	2.8	.4	2.3	.8	2.5	2.5	2.3	2.2	.6	1.6	.5	.9	.9	-2.3
Contracts with COLA clauses	6.5	6.2	2.3	-.7	2.1	.8	2.7	1.4	.7	2.2	1.4	1.1	.1	1.8	1.4	1.4
Contracts without COLA clauses	10.3	7.6	6.3	3.2	2.9	.9	2.3	3.2	3.8	2.5	.5	2.2	1.1	.1	.7	-3.1
Over life of contract[3]	5.4	6.1	2.6	2.1	1.5	1.8	2.5	2.8	2.5	1.0	1.6	2.3	2.3	.9	1.5	.1
Contracts with COLA clauses	4.4	4.8	2.1	1.4	1.0	2.1	2.4	1.4	1.2	.8	1.1	2.1	2.4	1.6	1.5	1.4
Contracts without COLA clauses	8.9	6.6	5.8	3.9	1.6	3.3	2.6	3.5	3.8	3.5	2.0	2.7	2.1	.4	1.5	-.2
Nonmanufacturing:																
First year	10.9	11.2	4.8	3.8	2.5	3.3	2.9	2.6	2.0	2.5	4.7	2.8	3.6	3.4	1.0	2.5
Contracts with COLA clauses	9.7	8.9	1.9	4.4	5.5	3.6	5.9	1.1	5.0	5.0	5.0	2.1	3.1	4.6	3.5	1.8
Contracts without COLA clauses	12.2	12.1	7.2	3.3	2.0	3.3	2.7	1.9	.6	4.6	4.6	2.9	3.7	2.5	.8	2.7
Over life of contract[3]	8.3	8.8	4.7	3.2	2.9	3.3	3.6	2.7	2.6	2.8	4.0	3.0	3.9	2.9	1.7	2.6
Contracts with COLA clauses	5.7	5.8	2.1	2.6	4.8	3.6	5.5	.9	3.1	4.8	3.5	2.9	4.2	4.0	3.7	2.1
Contracts without COLA clauses	10.8	9.9	6.9	3.7	2.6	3.3	2.6	2.8	2.6	1.7	4.0	3.0	3.9	2.2	1.6	2.7
Construction:																
First year	13.6	13.5	6.5	1.5	.5	1.5	-3.6	1.1	2.0	-2.8	-.8	1.5	2.1	.6	1.8	2.8
Contracts with COLA clauses	13.9	8.8	1.4	-0.6	-	-	-	-	-	-	-	-	-	-	-	-
Contracts without COLA clauses	13.6	14.0	6.8	1.9	-	-	-	-	-	-	-	-	-	-	-	-
Over life of contract[3]	11.5	11.3	6.3	2.4	1.0	2.1	-2.8	1.4	2.1	-.8	.5	2.2	2.3	.6	2.5	2.6
Contracts with COLA clauses	8.8	8.4	-.2	0.9	-	-	-	-	-	-	-	-	-	-	-	-
Contracts without COLA clauses	12.0	11.6	6.6	2.2	-	-	-	-	-	-	-	-	-	-	-	-

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA = Cost of Living Adjustment clause.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 17. Average quarterly effective wage adjustments in agreements covering 1,000 workers or more, 1982-second quarter 1986

(In percent)

Characteristic	Annual average[1]				Quarterly average							
					1984		1985				1986	
	1982	1983	1984	1985	III	IV	I	II	III	IV	Ip	IIp
Total effective adjustments (prorated over all workers)	6.8	4.0	3.7	3.3	1.2	0.7	0.8	0.8	1.2	0.5	0.6	0.7
Source:												
Current settlements	1.7	.8	.8	.7	.3	.3	.1	.2	.2	.2	(2)	.2
Prior agreements	3.6	2.5	2.0	1.8	.7	.2	.6	.5	.6	.2	.4	.6
Cost of living adjustment	1.4	.6	.9	.8	.3	.2	.1	.1	.4	.1	.2	(1)
Industry												
Manufacturing	5.2	2.7	4.3	3.0	1.0	1.1	.9	.6	.8	.5	.8	.3
Nonmanufacturing	7.9	4.8	3.3	3.6	1.3	.4	.7	1.0	1.4	.4	.4	1.0
Nonmanufacturing, excluding construction	7.1	5.0	3.4	3.7	1.4	.6	.9	.7	1.6	.5	.5	.8
Construction	9.7	4.4	2.9	3.0	.9	0.0	.1	1.8	.9	.1	.2	1.6
Transportation and public utilities	7.1	4.4	3.0	3.6	1.5	1.5	.6	.6	2.0	.3	.2	.9
Wholesale and retail trade	6.8	5.1	3.4	3.3	.7	.5	1.0	.8	.8	.7	.9	.6
Services	7.8	7.0	4.9	5.1	2.3	.6	1.7	.9	1.8	.7	1.1	.4
Effective wage adjustment for workers receiving adjustments	7.2	4.7	4.4	4.1	3.6	2.7	2.6	2.5	2.9	1.5	1.9	1.8
Source:												
Current settlements	7.4	2.8	3.0	3.4	3.1	2.5	4.6	3.1	3.0	2.6	.9	2.3
Prior agreements	6.3	5.9	4.0	3.7	3.3	3.1	4.0	3.9	2.6	3.0	3.0	3.4
Cost-of-living adjustment[2]	3.1	2.1	2.7	2.2	1.6	1.3	.5	.9	1.8	.5	.8	-.3
Total number of workers receiving wage change (in millions)	7.9	6.5	6.2	5.6	2.4	1.9	2.0	2.4	2.8	2.1	2.2	2.7
Source:												
Current settlements	1.9	2.3	1.9	1.4	.4	.9	.2	.5	.5	.4	.1	.5
Prior agreements	4.8	3.3	3.7	3.4	1.6	.4	1.0	.9	1.4	.5	.9	1.2
Cost-of-living adjustment	3.8	2.3	2.5	2.3	1.2	1.2	1.0	1.0	1.7	1.3	1.4	1.1
Number of workers not receiving a wage change (in thousands)	.5	1.2	1.1	1.4	4.9	5.5	4.9	4.6	4.1	4.8	4.7	4.2

[1] Between 0 and 0.5 percent.

[2] Between 0 and -0.05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 18. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
United States	October 85	4.6	4.8	4.7	3.5	3.2
Northeast	October 85	5.1	5.1	5.5	3.7	4.7
Albany-Schenectady-Troy	September 85	3.4	7.5	3.1	2.9	3.1
Boston	August 85	5.5	5.0	4.8	4.2	5.5
Buffalo	October 85	4.7	3.9	3.4	3.6	4.4
Hartford	July 86	5.5	4.0	7.6	2.2	2.8
Nassau-Suffolk	August 85	5.6	5.6	2.4	4.7	4.9
Newark	January 86	5.0	6.4	5.2	4.7	3.7
New York	May 86	4.8	3.6	5.4	4.9	3.3
Northeast Pennsylvania	August 86	3.4	5.2	4.4	3.0	3.4
Paterson-Clifton-Passaic	June 85	6.3	4.5	–	5.0	5.9
Philadelphia	November 85	4.5	5.0	3.5	3.5	2.4
Pittsburgh	January 83	3.5	3.7	2.7	1.6	.4
Portland	December 85	4.9	4.9	–	4.6	5.0
Poughkeepsie	September 85	–	–	–	–	–
Poughkeepsie-Kingston-Newburgh	September 84	–	–	–	3.5	2.5
Providence-Warwick-Pawtucket	June 86	4.2	3.9	5.9	3.6	4.0
Trenton	November 85	4.8	4.9	–	3.9	–
Worcester	April 85	4.6	4.4	–	4.6	3.0
York	January 86	3.0	5.8	4.9	3.7	3.1
South	October 85	4.9	5.0	5.4	3.4	2.4
Atlanta	May 86	6.2	6.0	4.1	4.2	4.6
Baltimore	August 86	4.6	5.6	2.8	3.0	2.6
Chattanooga	September 85	4.2	–	–	2.5	1.3
Corpus Christi	July 85	–	–	–	.7	2.8
Dallas-Fort Worth	December 85	5.3	5.6	5.6	3.1	2.0
Daytona Beach	August 86	–	–	–	–	–
Gainesville	September 85	–	–	–	–	–
Greensboro-Winston-Salem-High Point	August 86	4.5	3.8	5.4	3.3	4.2
Greenville-Spartanburg	June 86	3.5	6.1	5.0	4.5	1.8
Houston	April 86	4.3	3.5	3.9	1.3	2.1
Huntsville	February 86	–	–	–	4.4	6.9
Jackson	January 86	4.7	4.4	–	2.7	1.3
Jacksonville	December 85	4.9	5.1	–	3.4	2.7
Louisville	November 85	4.4	4.1	6.8	3.2	4.0
Memphis	November 85	5.6	5.7	–	3.6	3.0
Miami	October 85	4.8	7.2	–	3.8	1.7
New Orleans	October 85	3.9	5.1	–	2.8	1.6
Norfolk-Virginia Beach-Portsmouth	May 86	4.4	5.6	–	2.9	1.9
Oklahoma City	August 86	4.1	3.0	–	1.8	1.8
Richmond	June 86	4.3	8.0	5.6	3.4	2.5
San Antonio	July 86	4.3	4.4	–	2.2	.3
Washington	March 85	5.4	5.2	–	4.6	2.5
Midwest	October 85	4.3	4.5	3.7	3.6	3.5
Chicago	March 85	4.6	5.7	5.1	3.4	1.7
Cincinnati	July 85	4.4	5.5	4.7	3.5	2.2
Cleveland	September 85	4.1	4.0	3.8	4.7	1.4
Columbus	October 85	5.2	5.2	4.6	3.2	2.4
Davenport-Rock Island-Moline	February 86	3.3	3.9	4.1	2.8	3.2
Dayton	December 85	4.0	5.2	5.3	2.4	2.6
Detroit	April 85	4.1	3.6	1.2	3.9	3.0
Gary-Hammond-East Chicago	November 85	–	–	2.3	4.0	–
Green Bay	August 86	–	1.2	–	1.1	1.6
Indianapolis	October 85	4.4	4.4	4.6	3.3	3.6
Kansas City	September 85	4.4	7.4	3.1	4.4	3.1
Milwaukee	May 85	4.5	5.6	4.5	3.1	2.3
Minneapolis-St. Paul	January 86	5.3	4.5	5.0	3.2	2.7
Omaha	October 85	4.2	2.5	–	3.4	2.9
Saginaw	November 84	–	–	–	–	5.0
St. Louis	March 85	3.8	3.6	4.8	3.3	2.5

Table 18. Continued—Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
South Bend	August 86	5.0	4.9	–	3.3	3.2
Toledo	June 86	5.2	3.5	3.7	3.3	2.9
Wichita	April 85	2.5	4.9	1.6	2.6	2.0
West	October 85	4.1	4.5	4.8	3.1	0.2
Anaheim-Santa Ana-Garden Grove	October 85	4.6	4.3	7.2	4.4	2.2
Billings	July 86	1.7	–	–	–	–
Denver-Boulder	December 85	2.6	3.9	4.2	2.9	.9
Fresno	June 85	4.7	–	–	3.3	–
Los Angeles-Long Beach	October 85	4.5	5.5	6.1	3.3	-1.0
Portland	June 86	4.3	5.5	–	.8	1.5
Sacramento	December 85	4.9	–	–	2.8	–
Salt Lake City-Ogden	November 85	4.2	5.4	–	3.1	2.8
San Diego	December 85	3.9	3.7	3.5	4.2	2.6
San Francisco-Oakland	March 85	4.6	3.3	4.3	3.0	-.1
San Jose	March 85	5.0	4.8	–	3.7	1.7
Seattle-Everett	December 85	.9	2.4	–	2.4	4.0

NOTE: Dashes indicate that data are not adequate for publication.

Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceeding 12 issues.

Subject	Issues											
	1985			1986								
	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.
Major bargaining settlements in private industry							x	x			x	
State and local government settlements								x				x
Employment Cost Index quarterly article			x			x			x		x	
Employment Cost Index historical table								x				
Work stoppages in 1984						x						
Other articles		x[1]				x[2]						
Index to wage and benefit changes in preceding year					x							

[1] Collective bargaining activity in 1986.

[2] Union membership of employed wage and salary workers.

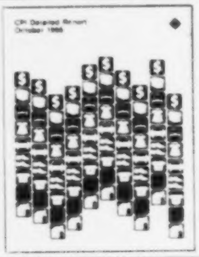
BLS Periodicals

BLS periodicals provide timely information on employment, occupations, wages, and prices.

Monthly Labor Review
the oldest and most authoritative Government research journal in economics and social sciences. Regular features include current labor statistics and developments in industrial relations.
$16 a year

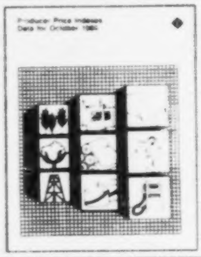
Current Wage Developments
reports monthly on specific wage and benefit changes from collective bargaining agreements. Includes data on strikes or lockouts, major agreements expiring, and compensation changes.
$12 a year

Occupational Outlook Quarterly
helps students and guidance counselors learn about new occupations, training opportunities, salary trends, and career counseling programs. Written in nontechnical language and illustrated in color.
$5 a year



CPI Detailed Report
is the most comprehensive report on monthly consumer price indexes and rates of change.
$16 a year

Employment and Earnings
gives current monthly employment and earnings statistics for the Nation as a whole, for States and for more than 200 areas. Included are household and establishment data, seasonally and not seasonally adjusted. Includes annual supplement.
$22 a year



Producer Price Indexes
includes monthly price movements of both farm and industrial commodities, by industry and stage of processing. Includes annual supplement.
$21 a year

Superintendent of Documents Subscriptions Order Form

Order processing code: ***6194**

☐ **YES,** please send me the following indicated subscriptions:

☐ Monthly Labor Review	☐ 1 year $16	or	☐ 2 years	$32
☐ Occupational Outlook Quarterly	☐ 1 year $ 5		☐ 2 years	$10
☐ Employment and Earnings	☐ 1 year $22		☐ 2 years	$44
☐ Current Wage Developments	☐ 1 year $12		☐ 2 years	$24
☐ CPI Detailed Report	☐ 1 year $16		☐ 2 years	$32
☐ Producer Price Indexes	☐ 1 year $21		☐ 2 years	$42

1. The total cost of my order is $______ All prices include regular domestic postage and handling and are subject to change. International customers please add 25%.

Please Type or Print

2. ______________________________
(Company or personal name)

____
(Additional address/attention line)

____
(Street address)

____
(City, State, Zip Code)

(__________) ____________________
(Daytime phone including area code)

3. **Please choose method of payment:**

☐ Check payable to the Superintendent of Documents

☐ GPO Deposit Account ☐☐☐☐☐☐☐ - ☐

☐ VISA ☐ CHOICE ☐ MasterCard Account

☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐

______________________________ *Thank you for your order!*
(Credit card expiration date)

____
(Signature)

4. **Mail To:** Superintendent of Documents, Government Printing Office, Washington, D.C. 20402-9371

U.S. Department of Labor
Bureau of Labor Statistics
Washington, D.C. 20212

Official Business
Penalty for private use, $300

Second-Class Mail
Postage and Fees Paid
U.S. Department of Labor
ISSN 0192-8163

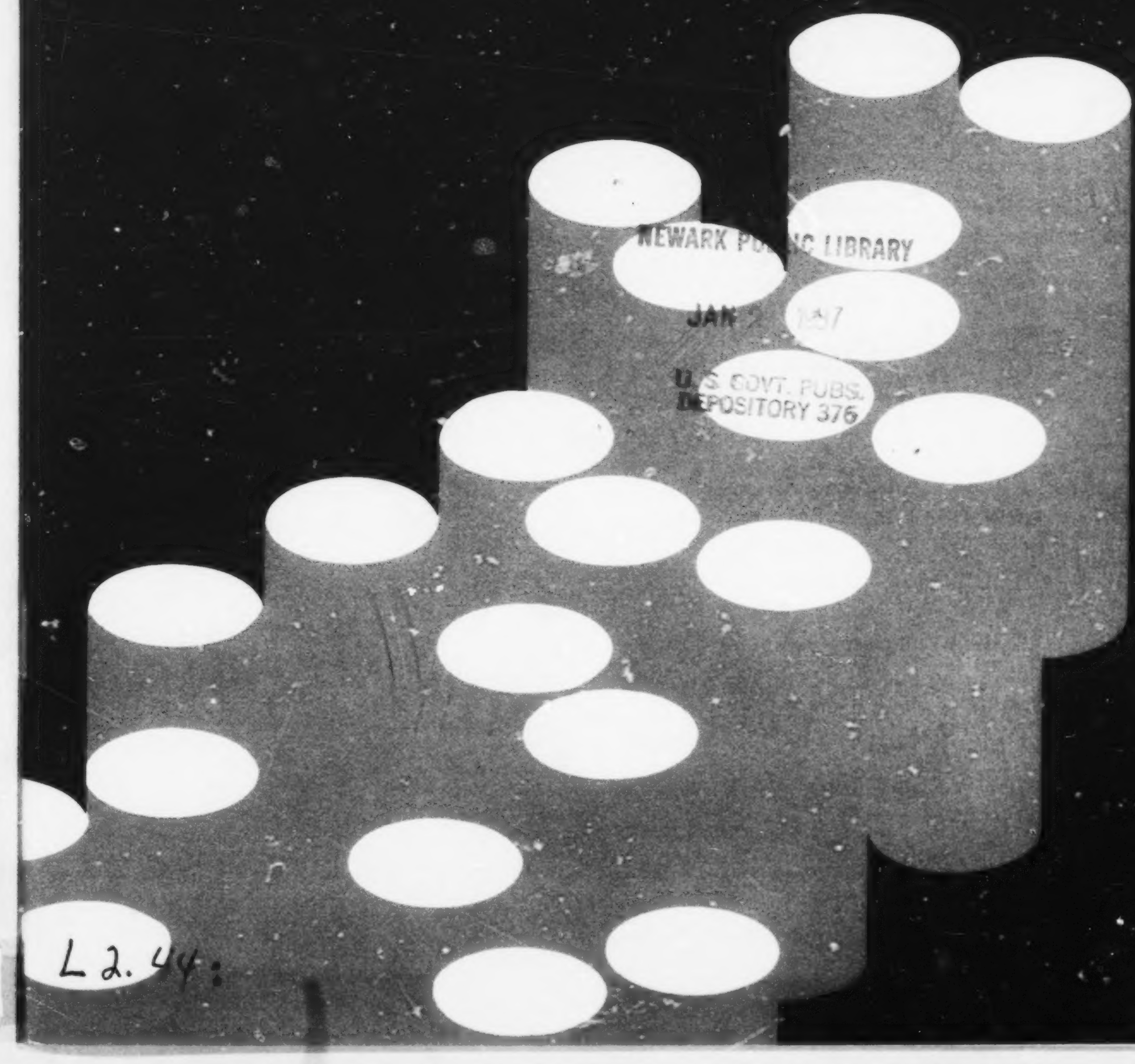
READEX FICHE best copy available

38/11

CWD

CURRENT WAGE DEVELOPMENTS

U.S. Department of Labor
Bureau of Labor Statistics
November 1986



NEWARK PUBLIC LIBRARY
JAN 2 1987
U.S. GOVT. PUBS.
DEPOSITORY 376

L2.44:

U.S. DEPARTMENT OF LABOR
William E. Brock, Secretary

BUREAU OF LABOR STATISTICS
Janet L. Norwood, Commissioner

Office of Wages and Industrial Relations
George L. Stelluto, Associate Commissioner

Current Wage Developments is a monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. It is prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

This publication is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $12 domestic; $15 foreign. Single copy $2.75 domestic; $3.44 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through May 30, 1987. Second-class postage paid at Washington, D.C. and at additional mailing offices.

Unless identified as copyrighted, articles and tabulations in this publication are in the public domain and may be reproduced without permission of the Federal Government. Please credit *Current Wage Developments*, Bureau of Labor Statistics.

ISSN 0192-8163

Regional Commissioners for Bureau of Labor Statistics

Region I—Boston: *Anthony J. Ferrara*
1603 John F. Kennedy Federal Building, Government Center,
Boston, Mass. 02203
Phone: (617) 223-6761
Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

Region II—New York: *Samuel M. Ehrenhalt*
1515 Broadway, Suite 3400, New York, N.Y. 10036
Phone: (212) 944-3121
New Jersey
New York
Puerto Rico
Virgin Islands

Region III—Philadelphia: *Alvin I. Margulis*
3535 Market Street
P.O. Box 13309, Philadelphia, Pa. 19101
Phone: (215) 596-1154
Delaware
District of Columbia
Maryland
Pennsylvania
Virginia
West Virginia

Region IV—Atlanta: *Donald M. Cruse*
1371 Peachtree Street, N.E., Atlanta, Ga. 30367
Phone: (404) 347-4418
Alabama
Florida
Georgia
Kentucky
Mississippi
North Carolina
South Carolina
Tennessee

Region V—Chicago: *Lois L. Orr*
9th Floor, Federal Office Building, 230 S. Dearborn Street
Chicago, Ill. 60604
Phone: (312) 353-1880
Illinois
Indiana
Michigan
Minnesota
Ohio
Wisconsin

Region VI—Dallas: *Bryan Richey*
Federal Building, Room 221
525 Griffin Street, Dallas, Texas 75202
Phone: (214) 767-6971
Arkansas
Louisiana
New Mexico
Oklahoma
Texas

Regions VII and VIII—Kansas City: *Gunnar Engen*
911 Walnut Street, Kansas City, Mo. 64106
Phone: (816) 374-2481
VII
Iowa
Kansas
Missouri
Nebraska
VIII
Colorado
Montana
North Dakota
South Dakota
Utah
Wyoming

Regions IX and X—San Francisco: *Sam M. Hirabayashi*
450 Golden Gate Avenue, Box 36017,
San Francisco, Calif. 94102
Phone: (415) 556-4678
IX
American Samoa
Arizona
California
Guam
Hawaii
Nevada
Trust Territory of the Pacific Islands
X
Alaska
Idaho
Oregon
Washington

Current Wage Developments

November 1986
(Includes data through October 1986)
Volume 38 Number 11

Editors: George Ruben, Olivia G. Amiss

In this issue:

Wage Highlights 1

Major collective bargaining settlements in private industry, first 9 months of 1986 4
Employment Cost Index, September 1986 15

Selected wage and benefit changes 16
- **Manufacturing** 16
  - Food and kindred products 16
  - Apparel and other textile products 16
  - Paper and allied products 17
  - Printing and publishing 17
  - Chemicals and allied products 17
  - Leather and leather products 17
  - Stone, clay and glass products 18
  - Primary metal industries 18
  - Fabricated metal products 19
  - Machinery, except electrical 19
  - Electrical and electronic equipment 19
  - Transportation equipment 20
- **Nonmanufacturing** 21
  - Construction 21
  - Transportation and public utilities 23
  - Wholesale and retail trade 26
  - Finance, insurance, and real estate 27
  - Services 27
  - Government 28
- **Work stoppages** 27
- **Major agreements expiring in December** 35
- **Statistics on compensation changes** 36
  - Definition of terms 36
  - Tables 38
- **Calendar of features** 56

Wage Highlights

Hospitals, homes settle in New York City. In New York City, 40,000 employees were covered by a settlement between the League of Voluntary Hospitals and Homes and Local 1199, Drug, Hospital and Health Care Employees Union. The League is composed of 40 nonprofit hospitals and 9 nonprofit nursing homes. Earlier, five other nonprofit hospitals had settled on terms that were reportedly slightly more favorable to their 6,500 employees represented by Local 1199, which is part of the Retail, Wholesale and Department Store Union.

The League contract provides for an initial wage increase of 5 percent, retroactive to the August 28, 1984, ending date of the 47-day strike that preceded the 1984 settlement. This increase, to be paid in two lump-sum amounts, represents a 5-percent increase scheduled under the 1984 accord but never implemented because of a dispute over the legality of the contract. (The 1984 settlement called for another 5-percent increase, which went into effect on schedule.)

The 3-year 1986 contract also calls for wage increases of 4 percent on November 1, 1986, and July 1, 1987, and 5 percent on July 1, 1988, all calculated on pay rates at the time of settlement, rather than being compounded. According to the union, average pay at the time of settlement was $370 a week for the covered nurses, nurse's aides, housekeeping and laboratory personnel, social workers, and clerical workers.

The union agreed to several changes intended to moderate the cost of the settlement. One was that entry pay rates were only increased 9 percent over the term, instead of 13 percent. Also, new employees will be paid 4 percent less than normal pay rates during their first year. In the benefits area, the employers' financing of pensions was changed to an amount equal to 7 percent of each employee's base pay, from 8 percent of gross pay. (Despite this reduction, an existing surplus enabled the parties to request that the plan trustees raise benefits by 10 percent for current retirees, retroactive to January 1, 1985, and by the same amount for future retirees.) Health insurance benefits were not changed but the parties did adopt a cost-containment plan calling for such measures as a second opinion requirement before nonemergency surgery.

Steel settlements. In contrast with other 1986 settlements in the steel industry, Empire-Detroit Steel Co. and United Steelworkers Local 169 negotiated a 3-year contract that does not call for a cut in employee compensation. Company President John Frecka said, "We're profitable. I saw no reason to insist upon concessions." The contract does provide for possible annual Performance Awards of $150, $300, or $450 based on the company's financial results during the preceding 12 months. The accord, covering 1,100 workers in Mansfield, OH, also provides for a reopening of negotiations if the company encounters unexpected difficulties.

The most recent United Steelworkers settlement providing for cuts in compensation involved 6,000 employees of Timken Co. in Canton, Columbus, and Wooster, OH. Timken, which makes roller bearings as well as steel, had traditionally followed the settlement pattern set by other companies, bargaining as the Coordinating Committee Steel Companies. This was not possible in 1986 because the breakup of the bargaining association resulted in wide variations in settlement terms at the various companies. The companies contended that such variations in terms were necessary because of variations in their financial condition.

The Timken accord, which was preceded by a 1-month strike, provides for a 45-cent-an-hour pay cut, which will be restored in 15-cent increments at the end of each contract year. Immediately after the cut, average pay was $10.95 according to the union and $11.84 according to the company.

The automatic cost-of-living pay allowance formula was modified to provide quarterly adjustments of 1 cent an hour for each 0.3-point rise in the BLS Consumer Price Index for Urban Wage Earners and Clerical Employees (1967 = 100). The provisions becomes operative in the second year and reflects only possible CPI movement between 4 and 6 percent in that year and between 1.5 and 6 percent in the third year. Previously there was no 6-percent annual cap.

Pension rates were raised by $1.50 a month for each year of credited service, bringing the range of rates to $19-$22. Also, employees age 60 with 30 years' service were given two opportunities (during the last months of both 1986 and 1987) to retire with a $400 special pension supplement continuing to age 62.

Steelworkers, Harnischfeger agree on cost cuts. Employees of Harnischfeger Corp., a machinery manufacturer, have agreed to a $1-an-hour pay cut and other cost reduction changes in return for a possible share of profits and a company commitment to modernize the plants, located in the Milwaukee, WI area. If the company meets the specified profit objective during the fiscal year beginning November 1, 1986, the 1,250 employees will receive $1.20 for each hour worked during the period. If the profit exceeds the objective, the distribution will be larger. If the company's profit level is "on target" after the first 6 months, the employees will then receive 25 percent of the expected full-year total payout.

Other terms of the 3-year contract negotiated by United Steelworkers Local 1114 included a suspension of automatic cost-of-living adjustments during the first 2 years and a 15-cents limit on adjustments during the final year; adoption of a two-tier compensation system providing for lower pay and benefit levels for new employees; lower vacation pay; and employee payment of a larger share of health insurance costs.

Harnischfeger's obligation for plant modernization was set at a minimum of $4.5 million over the contract term. Of that amount, the union will have a voice in spending $250,000 a year. The company also agreed to establish a job training fund of $30,000 a year to be administered by a joint committee.

Agricultural developments. A 7-week strike against 11 of California's largest wineries ended after the employers threatened to hire permanent replacements for the 2,200 workers. During the strike, which came during the critical grape-crushing season, the wineries were able to maintain normal production using supervisory employees, temporary replacements, and some returning strikers, according to an official of the California Winery Employers Associations.

George J. Orlando, President of the Distillery, Wine and Allied Workers union, said that employee acceptance of the "final offer" they had turned down 5 days earlier resulted from "the understandable fear that remaining on the picket line would result in the loss of their jobs."

The settlement provided for an immediate cut of 50 cents an hour in pay, which ranged from $6.34 to $15.54 according to the Association and averaged $10.75 according to the union. There also was a 25-cents-an-hour cut in the employers' financing of pensions, and an increase in the annual deductible under the health insurance plan.

In another important change, the agreement will run to March 31, 1991, diminishing the impact of a possible strike because it would occur prior to the grape-crushing period. The previous contract expired on July 31, 1986. The Association said the compensation cuts accepted by the employees were needed to help the wineries to compete with increased imports and with a growing number of nonunion lower-cost producers.

In another agricultural development, the Food and Commercial Workers claimed a major victory in its 7-year organizing campaign in Mississippi after winning a representation election at Delta Catfish Processors plant in Indianola. About 925 of the company's 1,050 employees were eligible to vote in the National Labor Relations Board election. The tally was 489 to 349 in favor of the union. Delta is the largest catfish processor in the industry, which employs a total of more than 2,000 workers in the State. At the time of the election, the union was negotiating with Farm Fresh Catfish in Hollandale on an initial contract for 200 workers it organized in 1985.

The organizing drive, which has also included other types of industries in the State, has also encountered some setbacks. The latest came in August, when workers at Con-Agra's catfish plant in Isola rejected union representation by a 162 to 119 vote.

During the representation drive at Delta Catfish, the Food and Commercial Workers contended that the employees were underpaid at an average of $3.90 an hour, did not have paid sick leave or adequate health insurance, and were subject to excessive discipline. Company president Sam Hinote contended that the employees did not "need a third party to speak for them because our company and our employees will work out any problems we might have."

Lump-sum payments at Disneyland. About 2,000 employees of the Disneyland amusement park in Anaheim, CA, will receive two lump-sum payments in lieu of wage increases in a contract negotiated by five unions. David Cox, a company vice president for labor relations, said the lump-sum payment approach was necessary to hold pay rates at their current average level, which he claimed was about 50 percent above those of its competitors.

The bonuses, payable on contract ratification and again in March 1988, will be equal to 5 percent of the individual's base hourly pay rate multiplied by "credited hours"—2,000 for full-time employees, 1,750 for regular part-time employees, 1,500 for casual regular employees working more than 20 hours a week, and 1,250 hours for casual regulars working less than 20 hours a week. A union official said that each payment will amount to $994 for full-time regular ride operators, who earn $9.94 an hour.

Other contract changes include extension of insurance coverage to casual regular employees who work at least 25 hours a week and a 5-year increase in the 30-year limit on pension service credit, effective September 15, 1987. This will bring the maximum pension to $767.50 a month for employees retiring at age 65. The unions involved in the settlement are the United Food and Commercial Workers; Hotel Employees and Restaurant Employees; Teamsters; Service Employees; and the Bakery Confectionary and Tobacco Workers.

Flexible work assignments in paper accord. In Rumford, ME, a 2 1/2-month strike against Boise Cascade Corp.'s largest paper mill ended when members of the United Paperworkers union approved a 3-year contract that included a "flexible work assignment" plan the company had been seeking since 1980. In 1984, Boise Cascade unilaterally introduced part of the plan by consolidating 12 job classifications into seven. In response to a complaint filed by the union, an arbitrator later overturned the company move. Nevertheless, the company claimed that during the 18 months the job consolidation had been in effect it had improved productivity and morale.

Under the bargained approach, Boise Cascade is free to shift production workers into other jobs, and to have nonbargaining unit employees perform duties that had previously been generally restricted to bargaining unit workers. Another aspect of the plan permits management to train machine operators to perform routine maintenance and minor repairs, cutting the down time that had resulted when the operators waited for regular maintenance workers to do the work. There also was a change in duties of the maintenance workers as 12 job classifications were reduced to two: machinists and instrument machinists.

Insurance options at John Hancock. The flexible or "cafeteria" approach to employee benefits is illustrated in a settlement between John Hancock Mutual Life Insurance Co. and the Teamsters union for nearly 300 claims processors in Dearborn, MI. All of the employees have "core" coverage consisting of a major medical plan with a $350 annual deductible and life insurance equal to each employee's annual compensation. Each employee also receives a number of weekly credits which can be used for alternate or additional benefits, such as a major medical plan with a $175 annual deductible, additional life insurance, dependent life insurance, a survivor's income plan, dental coverage, and vision coverage. Employees are permitted to select coverage in excess of their available credits if they assume the additional cost.

In addition to pension improvement, the 3-year contract also provided for 5 percent annual pay increases and a lump-sum payment at the end of the first contract year equal to 7 percent of earnings during that year, followed by a 5-percent payment at the end of the second year and a 4 percent payment at the end of the final year.

Major Collective Bargaining Settlements in Private Industry, First 9 Months of 1986

Major collective bargaining settlements in private industry in the first 9 months of 1986 provided wage adjustments averaging 1.3 percent in the first contract year and 1.9 percent annually over the life of the contract. The last time the same parties bargained (usually 2 to 3 years ago), average wage adjustments were 3.2 percent in the first contract year and 2.9 percent annually over the contract life.

The Bureau's major collective bargaining agreements series for private industry covers 6.5 million workers in bargaining units with at least 1,000 workers. In addition to data on settlements reached in the first 9 months of 1986, this summary includes information on wage changes effective in this period that resulted from new settlements, agreements reached in earlier years, and cost-of-living adjustments (COLA's).

Settlements in first 9 months of 1986

Average settlements in the construction and communications industries, each covering about one-fourth of the 1,848,000 workers under settlements in the first 9 months of 1986, were higher than overall averages. Construction settlements had average wage adjustments of 2.5 percent in the first year and 2.7 percent over the life of the contract. Corresponding averages in the communications industry were 2.0 and 2.1 percent.

Average settlements in manufacturing, which covered another one-fourth of the workers, in contrast, were lower than the average for all industries in the first 9 months of 1986. Manufacturing adjustments averaged -0.6 percent in the first contract year and 0.8 percent annually over the life of the contract. These low averages in manufacturing were primarily the result of settlements in primary metal industries (steel, aluminum, and copper), which provided average wage adjustments of -5.5 percent in the first year and -1.6 percent over the term of the agreements. In the steel industry, some of the negotiated decreases were partly offset by lump-sum payments. (Lump sums are excluded from wage and compensation measures in this series.)

More than one-third (684,000) of the workers under settlements in the first 9 months will receive lump-sum payments. Settlements with lump-sum payments had average wage adjustments of 0.8 percent in the first contract year and 1.4 percent annually over the contract life, lower than the corresponding averages for settlements without lump sums—1.6 and 2.2 percent. In addition to those in steel, lump-sum payments were negotiated in communications, railroads, food stores, petroleum refining, and other industries.

Forty-six percent (858,000) of the workers under settlements reached in the first 9 months were covered by "back-loaded" contracts—that is, specified wage adjustments were lower in the first contract year than in subsequent years. Back-loaded contracts had average wage adjustments of -0.1 percent in the first contract year and 1.6 percent annually over the contract term. Back-loaded settlements occurred in a variety of industries, including construction, communications, steel, railroads, petroleum refining, and electrical and electronic equipment. Thirty-two percent (597,000) of the workers were covered by front-loaded settlements that averaged 3.6 percent in the first contract year and 2.9 percent annually over the contract life. The remaining workers were under agreements of 12-month duration or that provided equal wage adjustments each year.

Of the 1,848,000 workers under contract settlements in the first 9 months, 1,262,000 had wage increases (averaging 3.0 percent) in the first contract year, 433,000 had no wage change, and 153,000 had wage decreases (averaging -8.2 percent). Subsequent wage increases for 175,000 workers who had no change and 4,000 who had wage decreases in the first contract year will result in a net wage gain over the contract term for 1,441,000 workers.

Contracts for 71 percent (1,317,000 workers) of those under the first 9 months of 1986 settlements do not have cost-of-living adjustment (COLA) clauses. These agreements specified average wage adjustments of 1.1 percent in the first year of the contract and 1.9 percent annually over the contract life. Settlements with COLA clauses, covering 531,000 workers, provided adjustments of 1.9 percent both in the first contract year and annually over the life of the contract. Wage adjustments triggered by COLA's depend on future changes in the Consumer Price Index (CPI) and are excluded from these measures. (See Explanatory Note.)

About 20 percent of the workers (372,000) under settlements in the first 9 months of 1986 had their COLA clauses dropped or suspended. These included nearly 200,000 communication workers and 91,000 steel workers whose 1986 contracts do not provide any wage adjustments triggered by future changes in the CPI. COLA clauses, however, were established in settlements covering 24,000 workers. The changes contributed to lowering the proportion of workers under major agreements with COLA clauses from 49 percent at the end of 1985 to 40 percent at the end of the third quarter of 1986.

The Bureau also measures changes in compensation (wages and employee benefits costs) in settlements covering at least 5,000 workers. In the first 9 months of 1986, compensation adjustments under these settlements averaged 1.2 percent in the first contract year and 1.7 percent annually over the life of the contract (See table 1.)

Effective wage adjustments

Effective wage adjustments are those that result from (1) settlements in the first 9 months of 1986; (2) deferred changes made under agreements negotiated earlier; and (3) COLA provisions.

Effective wage adjustments in the first 9 months of 1986 averaged (in percent):

	For workers receiving wage change(s)	For all workers (prorated)
All adjustments........	2.7	2.0
New settlements	1.7	0.3
Deferred adjustments.	3.7	1.5
COLA.............	0.6	0.1

Wage changes (increases and decreases) put into effect in the first 9 months of 1986 averaged 2.7 percent for the 4.8 million workers who received them. When prorated over all 6.5 million workers covered by major agreements, wage adjustments averaged 2.0 percent.

COLA clauses are designed to adjust wages to reflect changes in consumer prices. The size of the adjustment depends on the formula used to relate wage changes to price changes, the timing of COLA reviews, and possible limitations on the amount of COLA change. Of the approximately 2.0 million workers that had COLA reviews in the first 9 months of 1986, about 1.3 million had COLA-triggered net wage increases averaging 0.6 percent; of these, however, 954,000 had at least one COLA wage decrease during the first 9 months. An additional 33,000 workers had net COLA decreases during the period. Wage adjustments stemming from COLA reviews in the first 9 months of 1986 averaged 46 percent of the change in the CPI during the COLA review period.

Fourth-quarter 1986 bargaining activity

There are 660,000 workers under 118 contracts that had expired or been reopened prior to October 1, 1986, but had not been renegotiated or ratified. This included 142,000 workers in railroad transportation, 138,000 workers in the steel industry, and 60,000 workers each in the construction and health service industries. In addition, 376,000 workers are under 93 major agreements scheduled to expire or be reopened for wage negotiations during October-December 1986. These agreements are in a variety of industries, including aerospace and food stores.

About 417,000 workers are scheduled to receive deferred wage changes (increases and decreases) averaging 2.6 percent during the fourth quarter of 1986. These changes will be made under provisions of existing agreements negotiated earlier. About 1,120,000 workers are scheduled for COLA reviews during the quarter.

Explanatory Note About the Data

This summary covers major collective bargaining units—those with 1,000 workers or more—in private nonfarm industry. It is limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing. About 8 percent of the employed wage and salary workers in private industry (excluding households) are covered by a major bargaining agreement.

Settlement data

Percentage changes in wages are calculated by dividing newly negotiated wage changes by the average hourly earnings, excluding overtime, at the time the agreement is reached. Similarly, measures of compensation (wages and benefits) change are calculated by dividing the change in the value of the newly negotiated wage and benefit package by existing average hourly compensation, which includes the cost of previously negotiated benefits, legally required social insurance programs, and average hourly earnings.

In calculating compensation change, a value is put on the benefit portion of the settlements at the time they are reached. The cost estimates are based on the assumption that conditions existing at the time of settlement (for example, methods of financing pensions or composition of the labor force) will remain constant. The data, therefore, are measures of negotiated changes and not of total changes in employer cost.

Data for settlements include specified first-year and deferred changes, but exclude potential changes resulting from COLA clauses that depend upon future changes in the CPI unknown at the time of settlement. Conversely, "guaranteed" COLA amounts (those specified when the agreement was reached and scheduled to be implemented later) are included in settlement calculations because they are not tied to subsequent price movements. Lump-sum payments (for example, those made instead of wage increases, performance bonuses, and attendance bonuses) are excluded from all measures in this series. Settlements reached under both scheduled and unscheduled contract reopenings are included in the settlement data.

Contract duration runs from the effective date of the agreement to the expiration date or first wage reopening date, if applicable. Average annual percent changes over the contract term take account of the compounding of successive changes.

Effective wage adjustment data

Effective wage adjustments (both increases and decreases) are calculated by dividing wage changes implemented in a period by the average hourly earnings at the beginning of the period.

Wage changes under COLA clauses are based on changes in the Consumer Price Index specified in the contract for a designated review period.

The tables

Table 1 summarizes data on settlements concluded in the first 9 months of 1986. Measures are expressed as average "adjustments" to include settlements in which wages or compensation are increased, decreased, or unchanged.

Tables 2 through 5 show the distribution of workers by the wage and compensation change in individual settlements. Means and medians are computed by weighting the changes by the number of workers affected.

Table 6 provides average wage adjustments for settlements by contract duration.

Tables 7 and 8 provide quarterly data from the third quarter of 1985 through the third quarter of 1986. Table 7 shows average wage and compensation adjustments for settlements; table 8 provides effective wage adjustment data.

Tables 9 and 10 provide data for 4-quarter periods through the third quarter of 1986. Table 9 provides average wage adjustments for settlements; table 10 shows effective wage adjustment data.

Data for 1986 are preliminary and may be revised if additional information is obtained. Final data will be available in March 1987.

Additional historical information is available from the Office of Wages and Industrial Relations, Bureau of Labor Statistics, Washington DC 20212.

Data on major public sector settlements are collected separately and issued semiannually. Information for the first 6 months of 1986 was released in August; information for all of 1986 will be released in February 1987.

PRELIMINARY

Table 1. Average (mean) wage and compensation (wage and benefit costs) adjustments in collective bargaining settlements, first 9 months of 1986

(In percent)

Measure	First-year adjustments1/	Annual adjustment over life of contracts2/	Number of workers (000's)
Wage adjustments in settlements covering 1,000 workers or more:			
All industries	1.3	1.9	1,848
Contracts with COLA clauses	1.9	1.9	531
Contracts without COLA clauses	1.1	1.9	1,317
Manufacturing	-.6	.8	432
Contracts with COLA clauses	.6	1.0	138
Contracts without COLA clauses	-1.2	.7	295
Nonmanufacturing	1.9	2.2	1,416
Contracts with COLA clauses	2.3	2.2	393
Contracts without COLA clauses	1.8	2.3	1,022
Construction	2.5	2.7	466
Contracts with COLA clauses	1.4	1.8	22
Contracts without COLA clauses	2.5	2.7	444
All industries excluding construction	1.0	1.6	1,382
Contracts with COLA clauses	1.9	1.9	509
Contracts without COLA clauses	.4	1.5	873
Nonmanufacturing excluding construction	1.7	2.0	950
Contracts with COLA clauses	2.3	2.2	372
Contracts without COLA clauses	1.3	1.9	578
Compensation adjustments in settlements covering 5,000 workers or more:			
All industries	1.2	1.7	1,141
Contracts with COLA clauses	1.8	1.8	383
Contracts without COLA clauses	.9	1.7	758
Manufacturing	-1.8	.1	211
Contracts with COLA clauses	-.4	.1	44
Contracts without COLA clauses	-2.2	(3)	167
Nonmanufacturing	1.9	2.1	930
Contracts with COLA clauses	2.1	2.0	339
Contracts without COLA clauses	1.8	2.1	591
Construction4/	2.4	2.6	205
All industries excluding construction4/	1.0	1.5	936
Nonmanufacturing excluding construction4/	1.8	1.9	725

---

[1] Adjustments under settlements reached in the period and effective within 12 months of the contract effective date. Includes increases decreases, and freezes.

[2] Adjustments under settlements reached in the period expressed as an average annual (compound) rate over life of contract. Includes increases, decreases, and freezes.

[3] Between zero and 0.05 percent.

[4] Data by COLA coverage do not meet publication standards.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

PRELIMINARY

Table 2. First-year wage adjustments in collective bargaining settlements covering 1,000 workers or more, first 9 months of 1986

Rate of adjustment[1]	Percent of workers affected		
	All industries	Manu-facturing	Nonmanu-facturing
All settlements	100	100	100
No wage change	23	42	18
Decreases[2]	8	24	4
Increases	68	34	79
Under 2 percent	24	7	30
2 and under 4 percent	26	17	29
4 and under 6 percent	13	8	15
6 percent and over	5	4	6
Total number of workers (in thousands)	1,848	432	1,416
Mean adjustment (percent)	1.3	-.6	1.9
Median adjustment (percent)	1.9	.0	1.9
Mean increase (percent)	3.0	3.0	3.0
Median increase (percent)	2.1	3.0	2.0
Mean decrease (percent)	-8.2	-7.0	-10.6
Median decrease (percent)	-8.1	-8.1	-7.9

[1] See note 1, table 1.

[2] Distribution are not shown to protect confidentiality.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

PRELIMINARY

Table 3. Annual rate of wage adjustments over the life of the contract in collective bargaining settlements covering 1,000 workers or more, first 9 months of 1986

Rate of adjustment[1]	Percent of workers affected		
	All industries	Manu-facturing	Nonmanu-facturing
All settlements	100	100	100
No wage change	14	21	12
Decreases[2]	8	24	3
Increases	78	56	85
Under 2 percent	22	25	21
2 and under 4 percent	41	25	45
4 and under 6 percent	14	4	17
6 percent and over	2	2	2
Total number of workers (in thousands)	1,848	432	1,416
Mean adjustment (percent)	1.9	.8	2.2
Median adjustment (percent)	2.2	1.0	2.3
Mean increase (percent)	2.8	2.3	2.8
Median increase (percent)	2.6	2.0	2.6
Mean decrease (percent)	-3.2	-2.3	-5.1
Median decrease (percent)	-2.5	-2.5	-5.3

[1] See note 2, table 1.

[2] Distribution are not shown to protect confidentiality.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

Table 4. Annual rate of compensation (wage and benefit costs) adjustment in collective bargaining settlements covering 5,000 workers or more, first 9 months of 1986

Rate of adjustment[1]	Percent of workers affected
First year adjustments[2]	
All settlements	100
No change	10
Decreases[3]	13
Increases	77
Under 2 percent	37
2 and under 4 percent	30
4 and under 6 percent	7
6 percent and over	2
Total number of workers (in thousands)	1,141
Mean adjustment (percent)	1.2
Median adjustment (percent)	1.9
Mean increase (percent)	2.5
Median increase (percent)	2.1
Mean decrease (percent)	-5.3
Median decrease (percent)	-4.2
Adjustments averaged over life of contract[4]	
All settlements	100
No change	6
Decreases[3]	12
Increases	82
Under 2 percent	20
2 and under 4 percent	56
4 and under 6 percent	7
6 percent and over	0
Total number of workers (in thousands)	1,141
Mean adjustment (percent)	1.7
Median adjustment (percent)	2.2
Mean increase (percent)	2.3
Median increase (percent)	2.3
Mean decrease (percent)	-1.8
Median decrease (percent)	-2.3

---

[1] Percent of estimated average hourly compensation.

[2] See note 1, table 1.

[3] Distributions are not shown to protect confidentiality.

[4] See note 2, table 1.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

Table 5. Annual rate of adjustment in compensation (wage and benefit costs) and wages in construction collective bargaining settlements covering 1,000 workers or more, first 9 months of 1986

Rate of adjustment[1]	First year adjustments[2] (percent of workers affected)	
	Compensation	Wages alone
All settlements	100	100
No change	18	29
Decreases[3]	3	1
Increases	79	70
Under 2 percent	20	13
2 and under 4 percent	38	28
4 and under 6 percent	16	22
6 percent and over	5	7
Total number of workers (in thousands)	466	466
Mean adjustment (percent)	2.4	2.5
Median adjustment (percent)	2.6	2.4
Mean increase (percent)	3.2	3.7
Median increase (percent)	2.9	3.4
Mean decrease (percent)	-3.3	-8.0
Median decrease (percent)	-1.7	-14.0

Rate of adjustment[1]	Adjustments averaged over life of contract[4] (percent of workers affected)	
	Compensation	Wages alone
All settlements	100	100
No change	9	17
Decreases[3]	1	1
Increases	90	82
Under 2 percent	22	17
2 and under 4 percent	50	38
4 and under 6 percent	16	25
6 percent and over	1	3
Total number of workers (in thousands)	466	466
Mean adjustment (percent)	2.5	2.7
Median adjustment (percent)	2.5	2.9
Mean increase (percent)	2.9	3.4
Median increase (percent)	2.7	3.1
Mean decrease (percent)	[5]	-9.4
Median decrease (percent)	[5]	-14.0

---

[1] Percent of estimated average hourly compensation (wages and benefits) and percent of estimated average hourly earnings, excluding overtime (wages alone).

[2] See note 1, table 1.

[3] Distributions are not shown to protect confidentiality.

[4] See note 2, table 1.

[5] Data do not meet publication standards.

NOTE: Because of rounding, sums of individual employment items may not equal totals.

Table 6. Average wage adjustments in collective bargaining settlements covering 1,000 workers or more by duration of contract, first 9 months of 1986

Measure	Contract duration						
	All contracts	12 months or less	More than 12 and less than 24 months	24 months	More than 24 and less than 36 months	36 months	More than 36 months
Number of settlements	434	42	28	46	79	138	101
Number of workers (in thousands)	1,848	117	63	152	491	432	592
Average duration (months)	31.9	11.5	16.0	24.0	31.3	36.0	37.1
Percent adjustment in:							
First contract year	1.5	.7	1.8	3.4	1.5	1.7	.5
Second contract year1/	2.3	–	.4	4.1	2.3	2.4	1.8
Third contract year2/	1.9	–	–	–	1.5	2.4	1.8
Average annual percent adjustment over life of contract	1.9	1.0	1.4	3.8	2.0	2.2	1.4

[1] Average is based only on settlements with a duration more than 12 months.

[2] Average is based only on settlements with a duration more than 24 months.

PRELIMINARY

Table 7. Average wage and compensation (wage and benefit costs) adjustments for collective bargaining settlements reached 3d quarter 1985-3d quarter 1986

(In percent)

Measure	1985			1986		
	III	IV	Full year	I[1]	II[1]	III[2]
Wage adjustments in settlements covering 1,000 workers or more:						
First year[3]						
All industries	2.0	2.1	2.3	0.9	1.3	1.6
Contracts with COLA clauses	.5	3.1	1.6	2.0	2.4	1.5
Contracts without COLA clauses	2.9	1.3	2.7	.7	1.0	1.6
Manufacturing	.5	.9	.8	.7	-2.1	[4]
Contracts with COLA clauses	.1	1.8	.8	1.4	1.2	[5]
Contracts without COLA clauses	1.1	.1	.9	.5	-2.9	.1
Nonmanufacturing	3.6	3.4	3.3	1.0	2.4	1.9
Contracts with COLA clauses	3.1	4.6	3.6	3.5	2.8	2.0
Contracts without COLA clauses	3.7	2.5	3.3	.8	2.3	1.8
Construction	2.1	.6	1.5	1.8	2.7	2.3
All industries excluding construction	2.0	2.1	2.5	.6	.5	1.4
Nonmanufacturing excluding construction	4.1	3.5	3.9	.5	2.1	1.8
Annual average over life of contract[6]						
All industries	3.1	1.9	2.7	1.5	2.0	2.0
Contracts with COLA clauses	2.6	2.7	2.5	2.2	2.4	1.6
Contracts without COLA clauses	3.3	1.3	2.8	1.4	1.8	2.3
Manufacturing	2.3	.9	1.8	1.3	.2	1.1
Contracts with COLA clauses	2.4	1.6	2.1	1.5	1.3	.6
Contracts without COLA clauses	2.1	.4	1.6	1.2	-.1	1.5
Nonmanufacturing	3.9	2.9	3.3	1.7	2.5	2.2
Contracts with COLA clauses	4.2	4.0	3.6	3.7	2.8	1.8
Contracts without COLA clauses	3.9	2.2	3.3	1.6	2.4	2.4
Construction	2.3	.6	2.1	2.5	2.7	2.7
All industries excluding construction	3.2	1.9	2.9	1.2	1.5	1.9
Nonmanufacturing excluding construction	4.4	3.0	3.7	1.2	2.3	2.1
Compensation adjustments in settlements covering 5,000 workers or more:						
First year[3]						
All industries	2.0	2.0	2.6	.4	.7	1.9
Contracts with COLA clauses	.8	2.5	2.0	3.9	2.1	1.6
Contracts without COLA clauses	2.7	1.5	3.0	.2	.2	2.2
Annual average over life of contract[6]						
All industries	3.0	1.4	2.7	1.2	1.6	1.9
Contracts with COLA clauses	2.7	2.0	2.5	3.5	2.1	1.6
Contracts without COLA clauses	3.3	.7	2.9	1.1	1.4	2.3

---

[1] Preliminary revised.

[2] Preliminary.

[3] See note 1, table 1.

[4] Between 0 and 0.05 percent.

[5] Between 0 and -0.05 percent.

[6] See note 2, table 1.

Table 8. Average effective wage adjustments in collective bargaining agreements covering 1,000 workers or more, 3d quarter 1985-3d quarter 1986

(In percent)

Characteristic	1985			1986		
	III	IV	Full Year	I[1]	II[1]	III[2]
Total effective adjustments (prorated over all workers)[3]	1.2	0.5	3.3	0.6	0.7	0.6
Source:						
Current settlements	.2	.1	.7	[4]	.2	.1
Prior agreements	.5	.2	1.8	.4	.6	.5
COLA provisions	.4	.1	.7	.2	[5]	[4]
Industry						
Manufacturing	.8	.5	2.8	.8	.3	.3
Nonmanufacturing	1.4	.4	3.6	.4	1.0	.9
Nonmanufacturing excluding construction	1.6	.5	3.7	.5	.8	.8
Construction	.9	.1	3.0	.2	1.7	.9
Transportation and public utilities	2.0	.3	3.6	.2	1.0	1.0
Wholesale and retail trade	.8	.7	3.3	.9	.6	.7
Services	1.8	.7	5.1	1.1	.4	1.2
Effective wage change for workers receiving changes	2.9	1.5	4.1	1.9	1.8	1.6
Source:						
Current settlements	3.0	2.6	3.4	.7	2.3	1.3
Prior agreements	2.6	3.0	3.7	2.9	3.4	3.1
COLA provisions	1.8	.5	2.2	.8	-.3	[4]
Total number of workers receiving wage change (in thousands)	2,808.0	2,118.5	5,600.2	2,070.9	2,669.2	2,540.0
Source:						
Current settlements	459.9	374.9	1,434.2	104.5	549.7	733.9
Prior agreements	1,434.8	522.4	3,415.0	919.9	1,153.2	1,017.8
COLA provisions	1,737.7	1,299.0	2,317.2	1,290.7	1,054.4	828.6
Number of workers not receiving a wage change (in thousands)	4,145.6	4,835.1	1,353.4	4,465.3	3,867.0	3,996.2

---

[1] Preliminary revised.

[2] Preliminary.

[3] Includes increases, decreases, and no change in wages stemming from current settlements, agreements reached in a prior period, and COLA clauses.

[4] Between 0 and 0.05 percent.

[5] Between 0 and -0.05 percent.

NOTE: Because of rounding and compounding, sums of individual items may not equal totals.

Table 9. Average wage adjustments in collective bargaining settlements covering 1,000 workers or more during 4-quarter periods

(In percent)

Measure	Four quarters ending								
	1984		1985				1986		
	III	IV	I	II	III	IV	I1/	II1/	III2/
Wage-rate adjustments in-									
All industries									
First year3/	3.2	2.4	2.4	2.4	2.4	2.3	2.0	1.6	1.5
Contracts with COLA clauses	4.5	2.9	2.5	2.3	1.9	1.6	1.6	1.8	2.2
Contracts without COLA clauses	2.3	2.1	2.4	2.4	2.7	2.7	2.2	1.5	1.2
Over life of contract4/	2.8	2.4	2.3	2.4	2.5	2.7	2.5	2.2	1.9
Contracts with COLA clauses	2.8	1.8	1.3	1.5	1.8	2.5	2.5	2.6	2.1
Contracts without COLA clauses	2.8	2.7	2.8	2.8	3.0	2.8	2.5	2.1	1.8
Manufacturing									
First year3/	2.6	2.3	2.1	2.0	1.5	.8	.8	.1	-.1
Contracts with COLA clauses	1.5	2.1	2.0	1.9	1.5	.8	.8	.7	1.1
Contracts without COLA clauses	3.7	2.9	2.5	2.2	1.5	.9	.9	-.4	-.8
Over life of contract4/	2.8	1.5	1.4	1.5	1.6	1.8	1.8	1.4	.8
Contracts with COLA clauses	1.8	1.0	.9	1.0	1.4	2.1	2.1	2.0	1.2
Contracts without COLA clauses	3.8	3.3	3.2	3.0	2.4	1.6	1.5	.9	.6
Nonmanufacturing									
First year3/	3.3	2.5	2.6	2.7	3.2	3.3	2.8	2.6	2.1
Contracts with COLA clauses	5.4	5.5	5.1	4.3	4.0	3.6	3.5	3.5	2.7
Contracts without COLA clauses	2.1	2.0	2.4	2.5	3.0	3.3	2.7	2.4	1.9
Over life of contract4/	2.8	2.9	2.8	2.9	3.3	3.3	3.0	2.8	2.3
Contracts with COLA clauses	3.1	4.8	4.0	3.8	3.9	3.6	3.6	3.4	2.5
Contracts without COLA clauses	2.6	2.6	2.7	2.8	3.2	3.3	2.9	2.7	2.2
Construction									
First year3/	.9	.5	.9	1.1	1.0	1.5	1.7	2.4	2.4
Contracts with COLA clauses	4.0	4.0	4.6	9.2	5/	5/	5/	.9	1.4
Contracts without COLA clauses	.9	.4	.8	1.0	5/	5/	5/	2.4	2.5
Over life of contract4/	1.4	1.0	1.4	1.7	1.7	2.1	2.2	2.6	2.6
Contracts with COLA clauses	1.4	1.4	1.7	4.6	5/	5/	5/	1.4	1.8
Contracts without COLA clauses	1.4	1.0	1.4	1.7	5/	5/	5/	2.6	2.7

[1] Preliminary revised.

[2] Preliminary.

[3] See note 1, table 1.

[4] See note 2, table 1.

[5] Data for averages do not meet publication standards.

Table 10. Average effective wage adjustments in collective bargaining agreements covering 1,000 workers or more during 4-quarter periods

(In percent)

Characteristic	Four quarters ending								
	1984		1985				1986		
	III	IV	I	II	III	IV	I1/	II1/	III2/
Total effective adjustments (prorated over all workers)	4.2	3.7	3.6	3.5	3.5	3.3	3.1	2.9	2.3
Source:									
From current settlements	1.0	.8	.7	.9	.9	.7	.6	.5	.5
From prior agreements	2.1	2.0	2.2	1.9	1.8	1.8	1.7	1.8	1.6
From COLA	1.2	.9	.7	.7	.8	.7	.8	.7	.2
Effective wage change for workers receiving change	5.0	4.4	4.5	4.2	4.3	4.1	4.0	3.8	3.1
Source:									
From current settlements	3.7	3.0	2.9	2.9	2.8	3.4	2.9	2.5	1.7
From prior agreements	4.2	4.0	4.2	3.9	3.7	3.7	3.5	3.4	3.8
From COLA	3.2	2.7	2.3	2.3	2.8	2.2	2.5	2.0	1.0

[1] Preliminary revised.

[2] Preliminary.

Employment Cost Index, September 1986

The Employment Cost Index (ECI) increased 1.1 percent in the 3 months ended in September 1986. For the year ended in September 1986, the ECI rose 3.6 percent. The September 1986 ECI level stood at 133.0 for compensation costs, based on June 1981 = 100. The ECI measures changes in compensation costs, which include wages, salaries, and employer costs for employee benefits. It is not seasonally adjusted. (See tables 9-14, pp. 45-50, for the statistical information discussed in this summary).

The 1.1-percent increase in compensation costs in the June-September period was below the 1.6-percent gain in the same period a year ago. This slowdown occurred for both private industry workers (0.7 percent, down from 1.3 percent) and State and local government workers (2.8 percent, down from 3.4 percent). Compensation cost changes for State and local government workers are heavily concentrated in the June-September quarter, whereas those for private industry workers are more widely dispersed throughout the year.

The 3.6-percent increase in compensation costs for the year ended in September 1986 was below the 4.9-percent gain a year earlier. A lower rate of increase was found for both private industry workers (3.2 percent, down from 4.7 percent) and State and local government workers (5.2 percent, down from 6.0 percent).

Wages and salaries alone rose 3.5 percent over the year ended in September 1986, below the 5.0 percent gain a year earlier. The increases were higher for State and local government workers (5.4 percent) than for private industry workers (3.1 percent), who make up a great majority of employees covered by the ECI.

The 3.1-percent pay increase was the lowest over-the-year pay gain recorded for private industry workers since this ECI series began in 1976. Other private industry series with record low wage and salary increases included white-collar workers (3.7 percent), blue-collar workers (2.3 percent), service workers (2.1 percent), workers in goods-producing and service-producing industries (both 3.1 percent), union workers (2.3 percent), and nonunion workers (3.4 percent).

Although the September 1985-86 pay increases in private industry averaged the same in service-producing as in goods-producing industries (3.1 percent), pay gains declined more dramatically in the former compared with the year ended in September 1985, when the gains were 5.3 and 4.1 percent, respectively.

Pay increases for nonunion workers (3.4 percent) exceeded those for union workers (2.3 percent) during the September 1985-86 period. This relationship held in goods-producing industries (3.8 percent compared with 1.9 percent), as well as in service-producing industries (3.1 and 2.7 percent, respectively).

This summary presents, for the first time, estimates of quarterly change in compensation costs, and in wages and salaries only, for workers in hospitals. Data are provided for hospital workers in private industry, and in the private and State and local government sectors combined. These series are part of the Federal Government's effort to improve statistical programs for service-producing industries. Also shown for the first time are measures of compensation cost change for sales occupations and for workers in wholesale trade.

Beginning in June 1986, ECI measures are based on fixed employment counts from the 1980 Census of Population rather than from the 1970 census. ECI estimates for the period March 1985 to March 1986 were recalculated, using the 1980 census weights. The recalculations, which are available upon request, provide a 1-year overlap for ECI estimates based on 1970 and 1980 weights.

Selected Wage and Benefit Changes

Current provisions of collective bargaining agreements are summarized below. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements.

Coverage generally is limited to actions affecting 1,000 workers or more. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliatated with the AFL-CIO except where noted as Independent (Ind.).

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MANUFACTURING		
FOOD AND KINDRED PRODUCTS		
Kellogg Co. Omaha, NE; Memphis, TN; San Leandro, CA and Lancaster, PA Grain Millers—2, 175	6 cents 9/1/86	Automatic Quarterly cost-of-living adjustment; see CWD August 1986.
E. J. Brach and Sons, Inc. Chicago, IL Teamsters (Ind.)—2,700	3.5 percent 7/13/86	4-year agreement negotiated 8/15/86 also provided: 2 percent general wage increase on 7/13/87 and 7/13/88 and 5 percent on 7/13/89; $285 pension for employees with 20 years of service retiring at age 57 on 7/13/86 (was $260) and $350 for those retiring at age 60 (was $315); see CWD July 1985.
Kellogg Co. Battle Creek, MI Grain Millers—2,500	6 cents 9/1/86	Automatic quarterly cost-of-living adjustment; see CWD August 1986.
Quaker Oats Co. Cedar Rapids, IA Retail, Wholesale and Department Store—1,000	4 cents 11/1/86	Automatic quarterly cost-of-living adjustment; see CWD October 1986.
John Morrell and Co. Sioux Falls, SD United Food and Commercial Workers—2,700	25 cents 11/20/86	Deferred increase negotiated 11/20/85 (CWD January 1986).
APPAREL AND OTHER TEXTILE PRODUCTS		
Infant and Juvenile Manufacturers Assn. of USA New York, NY, area Clothing and textile workers—3,000	25 cents 11/3/86	Deferred increase negotiated 10/84 (CWD April 1985): see CWD Nov. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PAPER AND ALLIED PRODUCTS		
Hudson Pulp & Paper Co. Palatka, FL Paperworkers—1,250	No immediate increase	3-year agreement negotiated 9/4/86 provided: 2 percent increases on 8/1/87 and 8/1/88; $12,500 life insurance benefit on 8/1/87 (was $12,000) and $13,000 on 8/1/88; $31 per day sickness and accident on 8/1/87 (was $26) and $36 on 8/1/88; Settlement preceded by 23-day strike. See CWD June 1985.
Scott Paper Co. Mobile, AL Paperworkers—2,400	$1,000 lump sum 7/1/86	3-year agreement negotiated 8/24/86 also provided: 3 percent general wage increase on 7/1/87 and 7/1/88; $21 month pension per year of service on 7/1/86 (was $19.50); $275 week sickness and accident insurance on 7/1/86 (was $265); $28,000 life insurance on 7/1/86 (was $27,000); $1,000,000 major medical benefit on 7/1/86 (was $500,000); see CWD June 1985.
James River Corp. Parchment and Kalamazoo, MI Paperworkers—1,700	$1,000 lump sum 7/24/86	3-year agreement negotiated 8/31/86 also provided: 2.875 percent wage increases on 7/24/87 and 7/24/88; $17.50 month pension per year of service on 7/24/86 (was $16.50), $18.50 on 7/24/87 and $19.50 on 7/24/88; $185 week sickness and accident on 7/24/86 (was $175), $195 on 7/24/87, and $205 on 7/24/88. $13,000 life insurance on 7/24/86, $14,000 on 7/24/87, and $15,000 on 7/24/88; see CWD July 1986.
Hammermill Paper Co. Kaukauna, WI Paperworkers—1,250	2 percent 9/4/87	3-year agreement negotiated 9/4/86 also provided: 2 percent wage increase on 9/4/88; $12,500 life insurance on 9/4/87 (was $12,000), and $13,000 on 9/4/88; $165 week sickness and accident benefit on 9/4/87, (was $160); $15.50 month pension per year of service on 9/4/86 (was $15), $16 on 9/4/87 and $16.50 on 9/4/88; settlement preceded by 28-day strike; see CWD August 1985.
PRINTING AND PUBLISHING		
National Sample Card Association New York, NY Paperworkers—1,700	5 percent 11/15/86	Deferred increase negotiated 11/15/84 (CWD January 1985): see CWD November 1985.
CHEMICALS AND ALLIED PRODUCTS		
Colgate-Palmolive National Various—2,000	3.6 percent 11/10/86	Deferred increase negotiated 11/10/85 (CWD February 1986).
Avtex Fibers Inc. Front Royal, VA Clothing and textile workers—1,150	40 cents 8/31/86	3-year agreement negotiated 8/1/86 also provided: 20 cents wage increase on 11/30/86; wage and benefit reopener on 3/1/87; 10 cent guaranteed and capped annual cost-of-living-adjustment, paid quarterly; established $96 per month maximum medical insurance for retirees; $125 per week disability insurance on 8/1/86 (was $115), $135 on 8/1/87 and $135 on 8/1/88; $2,000 life insurance on 8/1/86 (was $1,500); see CWD September 1985.
LEATHER AND LEATHER PRODUCTS		
Brown Shoe Co. Various locations Clothing and Textile Workers; Food and Commercial Workers—7,000	No immediate change 8/31/86	2-year agreement negotiated 9/86 also provided: 10 cents on 11/1/87 and 6/1/88; $6.50 (was $6.25) month pension for every year of credited service 1/1/87, increasing to $6.75 on 1/1/88; increased health insurance; see CWD Dec. 1984

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
STONE, CLAY AND GLASS PRODUCTS		
Brockway Glass Manufacturing Co, Anchor Glass and Incon (formerly Indian Head Glass Co.) Various locations Glass, Pottery and Plastics Workers—12,800	31 cents 8/86	44-month agreement negotiated 8/86 also provided: 20 cents for skilled trades 8/86; 21 cents on 4/1/87, 26 cents on 4/1/88 and 31 cents on 4/1/89; annual cost-of-living adjustment paid when BLS-CPI-W increases by more than 6 percent; $16-$18 (was $15-$17) pension for every year of credited service; 10 cents to industry promotion fund; see CWD Apr. 1985
PRIMARY METAL INDUSTRIES		
Inland Steel Corp. Various locations Steelworkers—11,500	No wage change 8/1/86	3-year agreement negotiated 8/86 provided: quarterly cost-of-living adjustment clause suspended for term of agreement; 1 3/4 (was 1 1/2) for Sunday overtime; continued profit sharing plan providing for 10 percent of profits to be distributed among worker based on hours worked but dropped cap on maximum amount of profits available for distribution; 1 extra week vacation in 1988; established a plantwide seniority system; see CWD June 1986.
American Brass Co., Paramount, CA, Ansonia and Waterbury, CT; Buffalo, NY; and Kensoka, WI Steelworkers, Automobile Workers; and Machinists—1,900	5 cents 8/1/86	Automatic quarterly cost-of-living adjustment; see CWD Dec. 1985.
Allegheny International Inc., Allegheny Ludlium Industries, Inc. CT, NY and PA Steelworkers—5,400	5 cents 8/86	Automatic quarterly cost-of-living adjustment; see CWD June 1986.
Cero Metal Products, Division of the Marmon Group, Inc. Bellefonte, Pa. Automobile Workers—1,000	5 cents 9/86	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1986.
Cyclops Corp., Detroit Steel Corp. Mansfield, OH Steelworkers—1,100	5 cents 8/86	Automatic quarterly cost-of-living adjustment; see CWD June 1986.
Wagner Castings Co. Decatur, IL Allied Industrial Workers—1,000	6 cents 9/1/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
Mueller Brass Co. Port Huron, MI Automobile Workers—1,000	6 cents 9/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
Intalco Aluminum Co. Ferndale, WA Metal Trades Council—900	No change 9/86	1-year agreement negotiated 9/86 extended provisions of current contract; see CWD June 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FABRICATED METAL PRODUCTS		
Aluminum Co. of America Cleveland, OH Automobile Workers—1,200	No change 7/21/86	3-year agreement negotiated 7/86 also provided: quarterly cost-of-living clause paying 1 cent for each .3 point change in BLS-CPI-W after index increases by 3 percent; COLA float reduced by 15.3 cents (was 56 cents); eliminated extended vacation program which provided a 10-week vacation every seventh year; eliminated vacation bonus of $30-$112.50 per week; established voluntary 401 K plan; see CWD Apr. 1986.
Atlas Crankshaft Corp. Fostoria, OH Automobile Workers—1,250	7 cents 9/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
Rockwell International Corp., Atomics International Div., Rocky Flats Plant Golden, CO Steelworkers—3,000	6 cents 9/1/86	Automatic quarterly cost-of-living adjustment; see CWD July 1986.
MACHINERY, EXCEPT ELECTRICAL		
Caterpillar Tractor Co. National Automobile workers—16,600	$180 lump sum 7/9/86	28 month agreement negotiated 7/4/86 also provided: continued cost-of-living adjustment of 1 cent for every .26 point change in BLS-CPI-W (1967=100) with 3 cents diverted to pay for benefits. 6 labor grades (was 11); $22.05 month pension per year of service (was $19); see CWD April 1986.
Carrier Air Conditioning Co. Syracuse, NY Sheet Metal Workers—2,200	See next column 11/3/86	Deferred change negotiated 11/3/85 (CWD December 1985); shift premium decreased from 10 percent to 8 percent.
Borg-Warner Corp., York Div. York, PA Automobile Workers—1,200	2 percent 11/1/86	Deferred increase negotiated 12/16/84 (CWD February 1985); see CWD September 1986.
Rheem Manufacturing Co. Fort Smith, AR Steelworkers—1,425	15 cents 10/1/86	3-year agreement negotiated 9/30/86 also provided: 20 cents general wage increase on 10/1/87; cost-of-living-adjustment clause continued in third year of contract; see CWD October 1986.
Harnischfeger Corp. Milwaukee and West Allis, WI Steelworkers—1,300	See next column 9/1/86	3-year agreement negotiated 9/17/86 also provided: profit sharing plan established, providing possible wage adjustments; $25,000 life insurance benefit on 9/1/86 (was $18,000) quarterly cost-of-living adjustment clause continued based on 1 cent for every .3 point change in BLS-CPI-W (1967=100). $260 week sickness and accident on 9/1/86 (was $240), $270 on 9/1/87 and $280 on 9/1/88; see CWD August 1986.
Allis-Chalmers Corp Independence, MO Steelworkers—900	8 cents 11/1/86	Automatic quarterly cost-of-living adjustment; see CWD October 1986.
ELECTRICAL AND ELECTRONIC EQUIPMENT		
Ford Electronics and Refrigeration Connersville, IN Electronic Workers—2,000	4 cents 11/1/86	Automatic quarterly cost-of-living adjustment; see CWD October 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRICAL EQUIPMENT—Continued		
Eureka Co., Div. of National Union Electric Corp. Bloomington, IL Machinists—1,100	4 cents 11/1/86	Automatic quarterly cost-of-living adjustment; see CWD October 1986.
Whirlpool Corp., St. Joseph Division St. Joseph and Benton Harbor, MI Machinists—1,200	8 cents 11/1/86	Automatic semi-annual cost-of-living adjustment; see CWD July 1986.
Amana Refrigeration Amana, IA Machinists—1,475	27 cents 9/25/86	3-year agreement negotiated 9/25/86 also provided: 23 cents general wage increase on 9/25/87 and 20 cents on 9/25/88, $18,000 life insurance benefit on 9/25/86, (was $17,000) and $19,000 on 9/25/88; $14 month pension per year of service on 9/26/86 (was $13.50), $14.50 on 9/26/87 and $15 on 9/26/88, $170 week sickness and accident benefit on 9/25/86 (was $160), $180 on 9/25/87, and $190 on 9/25/88: see CWD September 1986.
TRANSPORTATION EQUIPMENT		
The Boeing Co. Various locations Machinists—40,000	See next column 10/4/86	3-year agreement negotiated 10/86 provided: immediate 40 cents pre-paid COLA, productivity payments equal to 12 percent of straight time hours 12/15/86 and 5 percent in the 2d and 3d years; cost-of-living adjustment formula continued; $20 (was $16) pension per year of credited service for service prior to and effective 1/1/87, $24 (was $20) for credited service after 1/1/87 increasing to $22 and $26 respectively 1/1/89. $1,000,000 (was $500,000) lifetime major medical; dependent children coverage to age 25 (was 23); $75 (was $100) per person annual deductible and $225 maximum for family (was $300 under major medical), 100 percent hospital-medical expense coverage; $500 (was $400) for hearing aid; $5,000 limit (was $4,000) substance abuse treatment based on 80 percent coverage, no limit on nervous and mental conditions (was $30,000 lifetime maximum coverage); see CWD Oct. 1985.
Boeing Vertol Co. Eddystone, PA Automobile workers—3,300	See next column 10/4/86	3-year agreement negotiated 10/86 provided: terms generally similar to Boeing—machinists agreement listed above; see CWD Oct. 1985.
Rockwell International Corp. Los Angeles and Santa Susana, CA; Columbus, OH; and Tulsa and McAlester, OK Automobile Workers—16,000	6 cents 10/86	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1986.
General Dynamics Corp. Convair Div. National Machinists—4,400	6 cents 10/86	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1986.
Allied/Bendix Corp. Various locations Automobile Workers—4,800	4 cents 10/86	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1986.
Fairchild Republic Co. Farmingdale, NY Machinists—1,500	6 cents 10/86	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Norfolk Shipbuilding and Drydock Corp. Norfolk, VA Boilermakers—1,900	3 percent 11/10/86	Deferred increase negotiated 9/85 (CWD Jan. 1986).
General Dynamics Corp. Fort Worth, TX Machinists—6,400	3 percent 11/86	Deferred increase negotiated 11/84 (CWD Jan. 1985); see CWD June 1986.
AM General Corp. South Bend, IN Automobile workers—1,000	6 cents 10/86	Automatic quarterly cost-of-living adjustment; see CWD May 1986.
Howmet Corp. Whitehall, MI Automobile workers—2,000	7 cents 10/86	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1986.
Cessna Aircraft Co. Wichita, KS Machinists—4,200	6 cents 10/86	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1986.
NONMANUFACTURING		
CONSTRUCTION		
Independent contractors Maine Carpenters and Joiners—1,300	25 cents 11/1/86	Deferred increase negotiated 5/86 (CWD Aug. 1986).
Roofing and Sheet Metal Contractors Assn. of the Building Trades Employers Assn. Boston, MA Sheet Metal Workers—1,250	50 cents 9/1/86	23-month agreement negotiated 8/29/86 also provided: 35 cents, 50 cents and 40 cents increases on 3/1/87, 9/1/87 and 3/1/88, respectively, with distribution between wages and benefits to be determined later; see CWD Apr. 1986.
National Electrical Contractors Assn. Nassau and Suffolk counties, NY Electrical Workers (IBEW)—1,400	75 cents 11/1/86	Deferred increase negotiated 5/12/85 (CWD July 1985); see CWD May 1986.
Building Trades Employers Assn. of Westchester and Putnam Counties, Builders Institute Westchester and Putnam counties, NY Carpenters and Joiners—1,800	50 cents 11/1/86	Deferred increase negotiated 5/86 (CWD May 1986).
Contractors Association of Eastern Pennsylvania (29 counties) Eastern Pennsylvania Laborers—1,500	10 cents 11/1/86	Deferred increase negotiated 5/1/86 (CWD June 1986).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
National Electrical Contractors Assn. Washington, DC. area Electrical workers (IBEW)—2,200	20 cents 11/1/86	Deferred increase negotiated 5/85 (CWD July 1985); see CWD Dec. 1985.
National Electrical Contractors Assn. (inside agreement) Dade, Monroe, and Collier counties, FL Electrical Workers (IBEW)—1,200	No wage change 10/1/86	2-year agreement negotiated 8/30/86 also provided: 13 cents hour to apprenticeship fund (was 10); see CWD Nov. 1985.
National Constructors Assn. (previously listed as Associated General Contractors of Jefferson County, Inc.) TX, OK, and NM Laborers—1,000	See next column 5/1/86	11-month agreement negotiated 5/1/86 provided: wage changes ranging from $2.15 decrease to 63 cents increase; see CWD July 1983 for previous listing.
North Texas Contractors Assn. North Central Texas (20 counties) Carpenters and Joiners—1,500	50 cents 11/1/86	Deferred increase negotiated 8/23/86 (CWD Oct. 1984); see CWD Dec. 1985.
Southwestern Michigan Contractors Assn. Southwestern Michigan Laborers—1,400	15 cents 11/1/86	Deferred increase negotiated 5/86 (CWD Aug. 1986).
Sheet Metal and Air Conditioning Contractors Assn. St. Louis, MO Sheet Metal Workers—1,700	25 cents 5/1/86	3-year agreement negotiated 8/7/86 also provided: 38 cents wage increase on 9/1/86, 80 cents and 90 cents on 5/1/87 and 5/1/88, respectively, with distribution between wages and benefits to be determined later;$1.42 hour to vacation fund (was $1.37) on 9/1/86; 7 cents to national training fund (was 6) on 1/1/87; 2 cents to establish national energy management fund on 5/1/86 increasing to 3 cents on 1/1/87; see CWD July 1983.
Idaho Employers Bargaining Council (previously listed as Associated General Contractors of America, Inc.) Southern Idaho Various—3,450	20-72 cents 6/1/86	3-year agreement negotiated 8/26/86 also provided: 40 cents on both 6/1/87 and 6/1/88, with distribution between wages and benefits to be determined later; see CWD July 1984.
National Electrical Contractors Assn. Kansas City, MO, area Electrical Workers (IBEW)—1,350	$1 9/1/86	3-year agreement negotiated 8/30/86 also provided: $1.00 wage increase on 9/1/87; $1.21 hour to health and welfare fund on 4/1/87 (was $1.06); $1.00 hour to annuity fund (was 65 cents); $1.20 hour to pension fund effective 9/1/87 (was $1.10); see CWD Sept. 1985.
Independent Contractors Colorado Painters	See next column 7/1/86	Under unscheduled reopening on 6/28/86, parties agreed to defer the 55 cents hour wage increase scheduled for 7/1/86 until 7/1/87, and extended the contract to expire on 6/30/88 with no other changes; see CWD Oct. 1984.
Associated General Contractors of America, Inc., Oregon-Columbia Chapter Oregon and Southwest Washington Laborers—2,500	See next column 6/1/86	2-year agreement negotiated in 9/86 provided: 40 cents increase for workers on private works projects and no increase for other workers 6/1/87; no other changes; see CWD May 1983 for previous listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. and others California and Nevada Iron Workers—10,000	25 cents 7/1/86	3-year agreement negotiated 7/86 also provided: increases of 75 cents and $1 on 7/1/87 and 7/1/88 with the distribution between wages and benefits will be determined later; see CWD Oct. 1985.
Roofing Contractors Assn. of Southern California, Inc., and independent contractors Los Angeles, Ventura and Orange counties, CA Roofers—1,500	No wage change 8/15/86	3-year agreement negotiated 9/7/86 also provided: 50 cents wage increases on 9/1/87 and 9/1/88; see CWD Sept. 1985.
Plumbing and Piping Industry Council and independent companies Los Angeles, CA, area Plumbers—10,000	No immediate increase 7/85	3-year agreement negotiated 6/85 in an early renewal of agreement that was scheduled to expire 6/30/86 also provided: a 50 cent increase on 7/1/87 with distribution between wages and benefits to be determined later; and vacation fund increased to $2.93 per hour on 7/1/86 (was $2.43); $1 increase scheduled to be implemented 7/1/85 under previous agreement was eliminated (listed erroneously in CWD Oct. 1985).
Sheer Metal and Air Conditioning Contractors National Assn., and Air Conditioning Sheet Metal Assn. Los Angeles, CA. Sheet Metal Workers—2,400	No immediate increase 7/1/86	3-year agreement arbitrated 8/86 provided: a 10-cent wage increase on 1/1/87, increases of 49, 50, 54, and 55 cents on 7/1/87, 1/1/88, 7/1/88, and 1/1/89, respectively with distribution between wages and fringe benefits to be determined later; Health and Welfare fund increased to $2.355 and added Drug Employee Assistance Program (was $2.32); 89 cents to National pension fund on 1/1/87 (was 84); Supplemental Retirement fund increase to 11 cents (was 10), 12 cents in 7/87 and 13 cents 7/88; established union promotional fund at 10.5 cents and a National Engineering Management Program at 2 cents; see CWD Oct. 1985.
TRANSPORTATION AND PUBLIC UTILITIES		
Pan American Airways (mechanics, ground service, port stewards and commissary employees) National Transport Workers—5,700	5 percent 11/86	Deferred increase negotiated 3/85 (CWD May 1985); see CWD Nov. 1985.
Delta Air Lines, Inc. National Airline Pilots Assn—4,000	See next column 10/1/86	29-month agreement negotiated 8/86 provided: 1 percent 1/1/88 and 2 percent 1/1/89; new pilots will be paid 66 percent of regular pay, for their first five years under a two-tier wage schedule, increased flying time to 80 hours (was 75); no recent listing.
New York Telephone Co. New York Communications Workers—36,000	See next column 8/10/86	3-year agreement ratified 9/19 provided: 2 1/2 percent 8/17/86 and 1 percent on both 8/87 and 8/88; revised cost-of-living adjustment formula triggered at minimum 1 percent CPI rise and capped at 5 percent; introduced insurance cost containment features; improved dental and vision care plans; increased pension band for existing employee 4 percent in 1986, 1 percent in 1987 and 4 percent in 1988; settlement preceded by 1-week strike, see CWD Aug. 1985.
New York Telephone Co. New York Telephone Employees Organization—1,600	See next column 8/86	3-year agreement ratified 9/15/86 provided: terms general similar to New York Telephone Co.—CWA listing above; see CWD Aug. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
New York Telephone Co. New York Electrical Workers (IBEW)—20,000	See next column 8/10/86	3-year agreement negotiated 10/3/86 provided: terms generally similar to New York Telephone Co.—CWA listing above; see CWD Aug. 1985.
New Jersey Bell Telephone Co. New Jersey Electrical Workers (IBEW)—9,000	0-2 percent 8/10/86	3-year agreement negotiated 9/86 also provided: 2 percent 8/9/87 and 3 percent 8/7/88; cost-of-living adjustment formula revised to provide minimum 1 percent and 2 1/2 maximum 2d year and 1 1/2 percent 3d year if the Consumer Price Index rises more than 6 percent; increased pension band 4 percent on both 2/1/87 and 8/1/88; new 401(K) plan; improved supplemental life insurance; see CWD Aug. 1985.
Jersey Central Power & Light Co. Morristown, NJ Electrical Workers (IBEW)—2,700	5 percent 11/1/86	Deferred increase negotiated 11/25/85 (CWD Jan. 1986).
Connecticut Light and Power Co. Connecticut Electrical Workers (IBEW)—2,350	4 percent 6/26/86	3-year agreement ratified 7/10/86 also provided: 4 percent 5/31/87 and 4 1/2 percent 5/29/88; 55 cents shift differentials (was 50 cents) increasing to 70 cents 2d year; $80,000 triple indemity (was $60,000) increasing to $90,000 2d year, effective 1/1/86, implemented 401(K) savings plan with company contributing 50 cents for each $1 invested by employee up to 3 percent of base pay; $5 (was $4.75) meal allowance increasing to $5.50 2d year; $55 per diem (was $50) increasing TO $65 2d year; see CWD June 1985.
Chesapeake and Potomac Telephone Co. MD, VA; and WVA Communications Workers—22,000	2 percent 8/10/86	3-year agreement ratified 9/19/86 also provided: $300 ratification bonus; 2 percent 8/87 and 3 percent 8/88; revised cost-of-living adjustment formula capped at 2.5 percent second and 1.5 percent third year, other terms generally similar to Bell Telephone of Pennsylvania listed above; see CWD Aug. 1985.
Carolina Telephone and Telegraph Co. Tarboro, NC and other locations Communications Workers—2,750	5 percent 11/30/86	Deferred increase negotiated 12/14/84 (CWD Jan. 1985); see CWD Nov. 1985.
Bell South Various locations Communications Workers—65,000	See next column 8/10/86	3-year agreement ratified 9/12/86 also provided: 2 percent 8/10/86 and 1.5 percent in both 8/87 and 8/88; annual lump sum cash payments based on company performance during 12 months ending on March 1 of each contract year; cost-of-living adjustment formula revised, triggered if the CPI rises 3 1/2 percent; introduced mandatory cost-containment features; improved dental and vision; employee security provision; see CWD Aug. 1986.
Louisville Gas and Electric Co. Louisville, KY Electrical Workers (IBEW)—2,400	3.5 percent 11/86	Deferred increase negotiated 2/84 (CWD Apr. 1984); see CWD Nov. 1985.
South Atlantic Employers Negotiating Committee South Atlantic Longshoremen (ILA)—4,000	See next column	3-year agreement negotiated early 5/86 provided: $3-an-hour decrease in pay for handling break bulk and bulk cargo (pay rates when handling container cargo were unchanged and remained to be negotiated) effective 10/1/86 (when the existing contract would expire); a wage reopener at the end of each contract year; 1,350 (was 1,725) hours guaranteed annual income payable at $12 an hour 10/1/86; time and one-half when worked holidays reduced by 4 (fund pays for 16 holidays at end of year at $14 hour rate); see CWD Oct. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
West Gulf Maritime Assn. Gulf Coast Longshoremen (ILA)—5,000	See next column	3-year agreement negotiated early 4/86 provided: pay cut of $3 for longshoremen handling general cargo and cut of $5 for handling "exempted" bulk cargo effective 10/1/86; eliminated guaranteed annual income program 10/1/86; cut number of holidays that are paid at time and one-half when worked to 12 (was 16) 10/1/86; and health and welfare and pension fund payments by employers continued at current levels for term of contract; see CWD Nov. 1985.
Florida Power and Light Miami, FL Electrical Workers (IBEW)—5,000	4.25 percent 11/86	Deferred increase negotiated 6/4/86 (CWD Aug. 1986).
Northwestern Bell Telephone Co. IA; MN; NB; ND; and SD Communications Workers—10,000	See next column 8/11/86	3-year agreement ratified 9/14/86 provided 1-2.25 retroactive to 8/11/86, .5 percent in both 8/87 and 8/88; gain sharing plan with 75 percent of payment based on company's financial results and 25 percent based on "service results"—one initial component of first payment under formula (in 2/87) is amount equal to 1.25 percent of annual wage, rising to 3 percent in 2/87, and 5 percent in 2/88; suspended cost-of-living adjustment clause; pension band increased 3 percent on both 1/1/87 and 1/1/89; implemented 401(K) plan 7/1/87; modified medical expense plan; $1,000 year maximum dental expense (was $750); see CWD Oct. 1985.
General Telephone Co. of Ohio Marion, OH Electrical Workers (IBEW)—1,000	2.96 percent 11/86	Deferred increase negotiated 1/84 (CWD Jan. 1985); see CWD May 1986.
Indiana Bell Telephone Co. Indiana Communications Workers—4,000	See next column 8/10/86	3-year agreement ratified 9/2/86 provided: 2.75 percent of which part was paid as lump sum amounting to $450 retroactive to 8/10/86; cost-of-living adjustment formula revised 2d and 3d year with minimum 2 1/2 percent and maximum 5 1/2 percent; added 401K option 1/1/88; improved dental; increased pension band 4 percent on both 2/1/87 and 2/1/89; first listing.
Illinois Bell Telephone Illinois Communications Workers—2,300	See next column 8/10/86	3-year agreement ratified 9/12/86 provided terms generally similar to Illinois Bell—IBEW settlement listed in the Sept. 1986 CWD issue; see CWD Aug. 1985.
General Telephone Co. of Illinois Springfield and Frankford, IL Electrical Workers (IBEW)—1,400	3 1/2 percent 11/2/86	Deferred increase negotiated 11/85 (CWD Jan. 1986).
Michigan Bell Michigan Communications Workers—13,000	See next column 8/10/86	3-year agreement ratified 9/26/86 provided: combined $500 lump sum and general wage increase equal to 2.75 percent; revised cost-of-living adjustment formula with minimum 4.6 percent CPI rise and maximum 5.5 percent, based on average 76 percent COLA payout 2.5 percent of COLA will be folded into base wages and 1 percent will be diverted to fund a profit sharing plan, cost-containment features introduced; increased pension band 4 percent in 2/87 and 2/89, added 401K option; preceded by 3-day strike; see CWD Aug. 1985.
Mountain States Telephone and Telegraph Co. MN; ID; WY; CO; NM; AR; and UT. Communications Workers—18,000	See next column 8/10/86	3-year agreement ratified 9/15/86 provided 1 1/2 percent retroactive to 8/10/86, 1 1/2 percent 8/87 and 1/2 percent 8/88; profit-sharing team incentive based on financial commitment of company of 1 percent 3/87 and 1 1/2 percent in both 3/88 and 3/89; suspended cost-of-living adjustment formula; increased pension band by 3 percent in 2/87 and 2/89; new 401K plan; settlement preceded by 1-day strike, see CWD Oct. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Wisconsin Public Service Co. Wisconsin Operating Engineers—1,100	4.2 percent 11/1/86	Deferred increase negotiated 12/85 (CWD Feb. 1986).
Southwestern Bell Various locations Communications Workers—46,250	See next column 8/10/86	3-year agreement ratified 9/15/86 provided: $400 initial bonus combined with general wage increase totaling 3 percent 8/10/86; 1 1/2 percent 8/87 and 1 percent 8/88; cost-of-living adjustment formula revised based on a minimum CPI rise of 1 percent and capped at 4.5 percent 2d and 3d years; cost-containment features, improved dental benefit, increased pension band 4 percent 10/86 and 10/88 for future employees and 4.5 percent 1/88 for current retirees; see CWD Aug. 1985.
General Telephone Co. of the Northwest Oregon and Washington Electrical Workers (IBEW)—3,400	1 percent 11/25/86	Deferred increase negotiated 5/86 (CWD July 1986).
WHOLESALE AND RETAIL TRADE		
Restaurant League of New York New York, NY Hotel Employees and Restaurant Employees—4,000	42 cents (average) 11/1/86	Deferred increase negotiated 12/3/85 (CWD Feb. 1986).
Delicatessen Dealers Assn. New York, NY Hotel Employees and Restaurant Employees—1,000	$6 to $16 per week 11/1/86	Deferred increase negotiated 3/26/86 (CWD May 1985); see CWD Nov. 1985.
Kings Markets Northern New Jersey United Food and Commercial Workers—1,200	55 cents (average) 11/13/86	Deferred increase negotiated 12/27/84 (CWD Feb. 1985); see CWD Nov. 1985.
First National Stores Connecticut United Food and Commercial—4,050	24.4 cents (average) 11/9/86	Deferred increase negotiated 5/5/85 (CWD June 1985); see CWD May 1985.
Giant and Safeway Stores Washington, DC, area United Food and Commercial Workers—17,000	50-75 cents for employees hired after 10/83; $175-500 lump sum for employees hired prior to 10/83 9/14/86	3-year agreement negotiated 9/14/86 also provided: 40 cents on both 9/14/87 and 9/14/88 for those employees hired after 10/83; $175-500 lump sums on each of the following dates for those employees hired prior to 10/83: 3/15/87, 9/13/87, 3/13/88, 9/11/88 and 3/12/89; $20-32 month (was $16-$20) pension for each year of credited service; substantial improvements in health benefits for workers hired after 10/83 narrowing the gaps with those hired prior to 10/83; see CWD Sept. 1985.
Eagle Food Stores (formerly part of a "chain" agreement) Central and Northeastern IL; and Gary, IN United Food and Commercial Workers—2,500	25 cents for top rated clerks 11/3/86	Deferred increase negotiated 11/13/85 (CWD Dec. 1985).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETRAIL TRADE—Continued		
Chain food stores Southern IL United Food and Commercial Workers—1,000	21 cents (average) decrease 11/24/86	Deferred decrease negotiated 11/19/85; agreement also provided 24.5 cents (average) decrease on 11/24/85; no previous listing.
Kroger Co. Michigan United Food and Commercial Workers—4,200	40 cents 11/9/86	Deferred increase negotiated 8/9/84 (CWD Oct. 1984); see CWD Feb. 1986.
East Bay Restaurant Assn. San Francisco, CA Hotel Employees and Restaurant Employees—2,000	0-1 percent 10/9/86	2-year agreement negotiated 10/8/86 also provided: 0-2 percent on 10/8/87; benefit levels maintained; see CWD Nov. 1985.
Hyatt Hotels Southern California Hotel Employees and Restaurant Employees—1,000	2-5 percent 4/1/86	3-year agreement negotiated 9/24/86 also provided: 2 1/2 to 5 percent on 4/1/87 and 3-5 percent on 4/1/88; benefit level maintained; bereavement pay established 9/86; established attendance bonus equal to half day leave for every quarter of good attendance; see CWD July 1985.
FINANCE, INSURANCE, AND REAL ESTATE		
New York Stock Exchange, New York Futures Exchange, and Security Industry Automation Corp. New York, NY Office and Professional Employees—1,350	5 percent 11/2/86	Deferred increase negotiated 6/21/85 (CWD Sept. 1985).
Depository Trust Co. New York, NY Office and Professional Employees—1,400	5 percent 11/2/86	Deferred increase negotiated 7/12/85 (CWD Sept. 1985).
Building Operators Labor Relations Philadelphia, PA Service Employees—3,000	50 cents—mechanics and engineers and 35-cents-others 11/1/86	Deferred increase negotiated 11/3/84 (CWD Jan. 1985); see CWD Nov. 1985.
Building Managers Assn. Chicago, IL Service Employees—6,000	See next column 9/29/86	30-month agreement negotiated 9/29/86 provided: 25 cents on 2/2/87 and 20 cents on 2/1/88; benefit levels maintained; see CWD Nov. 1985.
SERVICES		
Apartment Owners Advisory Council Westchester, NY Service Employees—2,400	See next column	3-year agreement negotiated 9/85 provided: $10 week on 9/15/85, $12 week on 9/15/86, $10 week on 3/15/87, $12 week on 9/15/87, and $10 week on 3/15/88; $66 month (was $62) employer payment to pension plan effective 9/1/86, increasing to $71 month on 9/1/87; see CWD Sept. 1985.
Master Laundry Agreement Michigan Teamsters (Ind)—1,000	8 cents 11/4/86	Deferred increase negotiated 3/1/85 (CWD Apr. 1985); see CWD May 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Sheraton, Hilton, Mark Hopkins, and Fairmont Hotels (Formerly part of Hotel Employers of San Francisco) San Franciso, CA Hotel Employees and Restaurant Employees—1,850	15-35 cents 8/15/86	3-year agreements negotiated 9/14/86 also provided: 15-35 cents on both 8/15/87 and 8/15/88; $210 month (was $185) to health and welfare fund, increasing to $235 in 8/87 and to $260 month in 8/87; time and a half premium pay for sixth consecutive day of work, double time on seventh consecutive day (was regular pay for both); 8 month "learning period" at 75 percent pay (was 4 month); 30-day maximum sick leave accumulation (was 5 days); legal fund established 8/88; see CWD Sept. 1985.
Disneyland (Div. of Walt Disney Productions) Anaheim, CA Various—2,000	5 percent lump sum based on prior 18 months earnings 9/15/86	3-year agreement negotiated 9/15/86 also provided: 5 percent lump on 3/15/88; based on prior 18 months earnings; 7th annual sick day; see CWD Nov. 1984.
GOVERNMENT		
State employees (trades and crafts) Massachusetts Government Employees (Ind.)—1,300	4 percent retroactive to 6/29/86	3-year agreement negotiated 9/30/86 also provided: wage increases of 4 percent on 6/28/87 and 5 percent on 6/26/88; 50 cents (was 25 cents) nonspecific shift differential 6/28/87; $4 week employer contribution to health insurance effective 6/28/86, increasing to $5 on 6/28/87 and $6 on 6/26/88; restructured salary schedule; first listing.
University of Massachusetts (clerical, technical) Massachusetts Association and Union (Ind.)—1,200	4 percent retroactive to 6/29/86	3-year agreement negotiated 9/86 also provided: 4 percent wage increase on 6/28/87 and 5 percent on 6/26/88; $5 per week per employee employer payment to health and welfare trust fund (was $4), increasing to $6 on 7/1/87; first listing.
University of Massachusetts (maintenance, service, clerks) Massachusetts Various unions—3,000	4 percent retroactive to 6/29/86	3-year agreement negotiated 8/86 also provided: 4 percent wage increase on 6/28/87 and 5 percent on 6/26/88; $5 per week per employee employer contribution to health and welfare trust fund (was $4), increasing to $6 on 7/1/87; first listing.
Teachers Boston, MA Boston Teachers Union—5,400	6 1/2 percent 9/1/86	3-year agreement negotiated 9/17/86 also provided: 6 1/2 percent effective both 9/1/87 and 9/1/88; lowest step of 9 step salary schedule eliminated 9/1/87 and again on 9/1/88; no recent listing.
Firefighters Boston, MA International Association of Firefighters—2,200	5 percent retroactive to 7/1/84	3-year agreement negotiated 9/86 also provided: retroactive wage increases of 4 percent on 7/1/85 and 5 percent on 7/1/86; first listing.
Teachers Brentwood, NY American Federation of Teachers—1,000	$1,934 annually 9/1/86	Deferred increase negotiated 4/1/86 (CWD Sept. 1986).
Teachers Utica, MI Utica Education Association (NEA-I)—1,250	6 percent retroactive to 7/1/86	2-year agreement negotiated 9/22/86 also provided: 5.25 percent wage increase on 7/1/87; salary schedule restructured to include: $20,000 for starting teachers (was $17,452) and $21,000 for teachers with a master's degree (was $18,099); 28 students per class for kindergarten (was 29) and 29 for 1st grade (was 30); see CWD Nov. 1984.
Board of Education (blue-collar) Philadelphia, PA International Brotherhood of Firemen and Oilers—3,800	3 percent 10/1/86	3-year agreement negotiated 9/15/86 also provided: 2 percent wage increase on 10/1/87 and 3 percent on 2/1/88; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
GOVERNMENT—Continued		
Board of Education (teacher aides, bus aides, educational assistants) Baltimore, MD Baltimore Teachers (AFT)—1,600	7.5 percent 9/1/86	2-year agreement negotiated early on 5/29/86 but not effective until previous agreement expired on 6/30/86 also provided: 7.5 percent wage increase on 9/1/87; $200 per week long-term disability payment (was $150); $20,000 life insurance (was $15,000). $2 deductable for prescription drugs (was $3.25); first listing.
Board of Education (bus drivers, cafeteria maintenance, custodians) Anne Arundel County, MD State; County and Municipal Employees—1,450	6 percent 7/1/86	1-year agreement negotiated 8/86 also provided: 85 percent county contribution to health insurance (was 80 percent) effective 7/1/86; see CWD Mar. 1985.
County hospital (clerical, technical) Memphis, TN State, County and Municipal Employees—2,200	25 cents 7/1/86	Deferred increase negotiated 7/23/84 (CWD Sept. 1984).
Board of Education (clerical) Palm Beach County, FL Palm Beach School Employees (Ind.)—1,400	10 percent 7/1/86	Negotiated on 8/6/86 under 9 scheduled wage and benefit reopening of a 3-year agreement due to expire on 6/30/88; See CWD Sept. 1985.
Teachers Manatee County, FL Manatee Education Association (NEA-I)—1,400	7 percent 8/1/86	Negotiated on 9/11/86 under a scheduled wage and benefit reopening of a 3-year agreement slated to expire on 7/31/88; agreement also: established a sick leave bank to be used by teachers who have a catastrophic illness or injury and have exhausted their sick leave; established a labor-management committee to determine the feasibility of a 5-period teaching day (for teachers involved in the high school seven period day), effective 1/1/86, 2d opinion is required for certain types of surgery, and if not complied with, benefit payments will be reduced by 25 percent; on 10/1/86, will establish a utilization review program requiring employees to submit a request for surgery 5-days in advance (non- compliance will cost employee $200 per any hospital confinement); see CWD Nov. 1985.
Teachers Bay County, FL National Education Association (Ind.)—1,300	7 percent 8/18/86	Negotiated on 9/25/86 under a scheduled wage and benefit reopening of a 3-year agreement due to expire on 6/30/87; see CWD Nov. 1985.
Teacher aides Duval County, FL American Federation of Teachers—1,200	8.5 percent retroactive to 7/1/86	Negotiated on 9/1/86 under a scheduled wage reopening of a 3-year agreement due to expire on 6/30/87; see CWD Nov. 1985.
Board of Education (maintenance, cafeteria, bus drivers) Duval County, FL Various—3,500	8.5 percent retroactive to 7/1/86	Negotiated on 9/22/86 under a scheduled wage reopening of a 3-year agreement due to expire on 6/30/87; see CWD Nov. 1985.
Board of Education (bus drivers, cafeteria, maintenance) Hillsborough County, FL Hillsborough School Employees Federation (AFL-CIO)—2,800	5 percent retroactive to 7/1/86	1-year agreement negotiated 9/86, first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
GOVERNMENT—Continued		
Teacher aides Hillsboro County, FL Hillsborough Classroom Teachers Association (Ind.)—1,600	5 percent retroactive to 7/1/86	1-year agreement negotiated 9/9/86, see CWD Dec. 1985.
Teachers Clay County, FL Clay County Education Association (NEA-I)—1,200	7.8 percent or $1,522 annually whichever is greater 8/20/86	On 8/28/86 under a scheduled wage and benefit reopening of a 3-year agreement scheduled to expire on 6/30/88, the parties also provided: $17,000 beginning annual teacher salary (was $16,000); differential pay was modified to $1,500 for masters degree in field (was $1,200); $2,000 for masters specialist (was $1,700) and $2,200 for a doctorate's degree (was $1,700); see CWD Feb. 1986.
Board of Education (non-instructional) Orange County, FL Orange Educational Support Personnel Association (NEA-I)—4,800	10.3 percent retroactive to 7/1/86	3-year agreement negotiated 9/24/86 also provided: wage and benefit reopenings during the 2d and 3d years of the contract; formerly represented by American Federation State County and Municipal Employees; see CWD Nov. 1985.
City employees (general) Jacksonville, FL State, County and Municipal Employees—2,000	2 percent 10/1/86	1-year agreement negotiated 10/86 also provided: 2 percent wage increase on 5/1/87; 50 percent employer contribution to dependants health insurance (was 35 percent); see CWD Jan. 1986.
Teachers Tulsa, OK Classroom Teachers Association (Ind.)—2,500	No wage change 9/20/86	1-year agreement negotiated 9/20/86 provided: continuation of step increases during the contract term; added reduction-in-force provision; see CWD Nov. 1985.
Teachers Indianapolis, IN Indianapolis School Employees Association (NEA-I)—2,850	2 percent 8/26/86	1-year agreement negotiated 9/23/86 also provided: 3 percent employer contribution to retirement plan (formerly employee-paid); established long-term disability payments (employees receive 66 percent of regular salary); see CWD Nov. 1985.
State employees (professionals) Illinois State, County and Municipal Employees—2,900	4 percent 10/1/86	Deferred increase negotiated 5/13/86 (CWD Aug. 1986).
State employees (corrections) Illinois State, County and Municipal Employees—4,350	4 percent 10/1/86	Deferred increase negotiated 5/13/86 (CWD Aug. 1986).
State employees (para-professionals) Illinois State, County and Municipal Employees—2,000	4 percent 10/1/86	Deferred increase negotiated 5/31/86 (CWD Aug. 1986).
Michigan State University (clerical and technical) Michigan Clerical, Technical Union of Michigan State University (Ind.)—2,200	5 percent retroactive to 4/1/86	2-year agreement negotiated 7/86 also provided: wage reopening on 6/1/87; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
GOVERNMENT—Continued		
Wayne State University (clerical and technical) Michigan American Association of University Professors (Ind.)—1,400	4.7 percent 8/1/86	2-year agreement negotiated 9/86 also provided: $125 lump-sum payment; 4.2 percent wage increase on 8/1/87; established a merit pay pool for each year of the contract; see CWD Sept. 1985.
Wayne State University (faculty) Michigan American Association of University Professors (Ind.)—1,400	3 percent 8/26/86	2-year agreement negotiated 9/86 also provided: 2.4 percent wage increase on 8/30/87; established a merit pay pool for each year of the contract; see CWD Sept. 1985.
Flint Hurley Hospital (clerical) Flint, MI State, County and Municipal Employees—1,000	3.5 percent 7/1/86	Deferred increase negotiated 7/10/85 (CWD Nov. 1985).
Teachers St. Louis County, MN Duluth Federation of Teachers (AFT)—1,100	6.1 percent 7/1/86	Deferred increase negotiated 11/29/85 (CWD Feb. 1986).
State employees (social services) Iowa State, County and Municipal Employees—1,750	2 percent 7/1/86	Deferred increase negotiated 3/85 (CWD Aug. 1985).
Teachers St. Louis, MO St. Louis Missouri Teachers Union (AFT)—3,900	9 percent 8/28/86	10-month agreement negotiated 9/26/86; formerly represented by National Education Association (Ind.); see CWD Nov. 1985.
Board of Education (recreation employees) Milwaukee City, WI State, County and Municipal Employees—1,950	No immediate wage change 8/86	3-year agreement negotiated 8/86 provided: 10 cents wage increase on 4/1/87 and 15 cents on 4/1/88; first listing.
Teachers Milwaukee, WI Milwaukee Teachers' Education Association—5,300	See next column	1-year agreement negotiated 8/29/86 for the fiscal year 1985-86 provided for 6 percent salary increase retroactive to 7/1/85; $17,496 starting pay for teachers with a BA and no additional credits (was $16,103); see CWD July 1984.
Teachers Lincoln, NE National Education Association (Ind.)—1,700	7.5 percent 8/27/86	Negotiated on 9/23/86 under a scheduled wage and benefit reopening of a 2-year agreement slated to expire on 8/8/87, and which also provided: $2,263 increase in beginning teachers' salary (was $14,280); 150 minutes per week, curriculum planning time for elementary school teachers (was 100 minutes); $2,040 maximum per year cafeteria plan (was $900)—can use at option for any type of health insurance coverage; see CWD Sept. 1985.
Teachers Davis County, UT Davis County Education Association (NEA-I)—1,900	2 percent 9/1/86	1-year agreement negotiated 9/86; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
GOVERNMENT—Continued		
Board of Education (noninstructional) Davis County, UT Utah School Employees Association (Ind.)—1,700	2 percent 9/1/86	1-year agreement negotiated 9/86; see CWD Nov. 1985.
Teachers Jordan, UT National Education Association (Ind.)—2,700	2 percent 8/26/86	10-month agreement negotiated 9/23/86; see CWD Sept. 1985.
City employees (technical) Los Angeles, CA Engineers and Architects Association (Ind.)—1,250	5 percent 7/1/86	Deferred increase negotiated 9/85 (CWD Nov. 1985).
Power and Water Division (operators, service and maintenance) Los Angeles, CA Electrical Workers (IBEW)—4,950	5 percent 10/1/86	Deferred increase negotiated 10/85 (CWD Jan. 1986).
Power and Water Division (clerical) Los Angeles, CA Electrical Workers (IBEW)—1,750	5 percent 10/1/86	Deferred increase negotiated 10/85 (CWD Jan. 1986).

Table 1. Work stoppages involving 1,000 workers or more, 1947-1985[1]

Month and year	Number of stoppages		Workers involved		Days idle	
	Beginning in month or year	In effect during month or year	Beginning in month or year (thousands)	In effect during month or year (thousands)	Number (thousands)	Percent of estimated working time[2]
1947	270	-	1,629	-	25,720	
1948	245	-	1,435	-	26,127	0.22
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,180	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1,031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,367	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981	145	-	729	-	16,908	.07
1982	96	-	656	-	9,061	.04
1983	81	-	909	-	17,461	.08
1984	62	-	376	-	8,499	.04
1985	52	-	324	-	7,079	.03
1985: January	2	9	4.7	16.0	278.3	.01
February	4	10	29.3	39.6	259.3	.01
March	4	12	15.2	48.2	698.5	.03
April	3	8	6.2	14.8	222.1	.01
May	2	8	6.9	15.1	236.6	.01
June	2	8	15.7	28.5	454.3	.02
July	9	13	50.1	56.9	476.5	.02
August	6	18	15.3	66.8	810.8	.04
September	11	20	69.5	93.9	863.8	.04
October	6	20	76.6	119.3	1,428.8	.06
November	3	13	26.2	47.0	688.2	.04
December	2	9	8.2	38.0	661.9	.03
1986p: January	4	7	7.6	12.0	170.0	.01
February	3	7	24.0	28.4	309.5	.02
March	2	8	11.2	38.6	367.5	.02
April	4	8	6.1	17.6	297.3	.02
May	6	10	28.6	41.2	303.6	.02
June	11	15	198.0	205.9	3,684.3	.17
July	13	22	46.7	66.3	894.5	.04
August	10	22	113.3	144.8	1,612.1	.07
September	7	17	37.9	85.2	1,208.5	.06
October	5	17	44.3	107.7	1,411.9	.06

---

[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they are involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in " 'Total Economy' Measure of Strike Idleness," *Monthly Labor Review*, October 1968, pp. 54-56.

p=preliminary.

Table 2. Work stoppages involving 1,000 workers or more during October 1986

Organization involved and location[1]	Beginning date	Ending date	Number workers[2]	Days of idleness during October
Watsonville Canning and Frozen Food Warehouse Watsonville, CA Teamsters (Ind.)	9/9/85		1,000	22,000
Construction [3] Seattle, WA Painters	6/24/86		1,500	33,000
Ormet Corporation Hannibal, OH Steelworkers	7/1/86	10/26/86	1,500	25,500
USX Corporation Interstate Steelworkers	8/1/86		22,000	484,000
Brooklyn Union Gas Company Brooklyn and Queens, NY Transport Workers	8/12/86		2,300	50,600
Winery Employees Association California	8/18/86	10/3/86	2,200	6,600
Deere and Company Waterloo and Dubuque, IA and Milan, IL Auto Workers	8/23/86		12,300	270,600
Southern New England Telecommunications Corporation Connecticut Connecticut Union of Telephone Workers (Ind.)	9/13/86		9,700	213,400
Babcock and Wilcock Beaver Falls, PA Steelworkers	9/14/86		1,300	28,600
Timken Company Canton, Columbus and Wooster, OH Steelworkers	9/15/86	10/14/86	5,800	58,000
Hercules Incorporated Radford, VA Chemical Workers	9/16/86	10/6/86	2,600	10,400
FDL Foods Dubuque, Iowa Food and Commercial Workers	9/11/86	10/21/86	1,200	25,200
Council of North Atlantic Shipping Associations Maine to Virginia Longshoremen's Association	10/1/86	10/3/86	30,000	90,000
Anchor Hocking Corporation Lancaster, OH Flint Glass Workers	10/1/86	10/21/86	1,500	21,000
Temple University Philadelphia, PA University Professors	10/6/86	10/27/86	1,000	14,000
New Orleans Steamship Association New Orleans, LA Longshoremen's Association	10/9/86	10/16/86	2,000	10,000
Kaiser Foundation Hospitals and Permanente Medical Group San Francisco, CA Service Employees	10/27/86		9,800	49,000
Stoppages beginning in October:	5 stoppages		44,300	
Stoppages in effect in October:	17 stoppages		107,700	1,411,900

---

[1] Labor organizations are affiliated with AFL-CIO except where noted as independent (Ind.).

[2] The number of workers involved is rounded to the nearest hundred.

[3] Employees returned to work on June 26 to complete a project. Union reports that it will resume the strike in the near future.

Major Agreements Expiring in December

Industry or activity	Employer and location	Labor organization[1]	Number of workers
Private			
Construction	Constructors Association of Western Pennsylvania (Pennsylvania)	Operating Engineers	3,000
	Constructors Association of Western Pennsylvania (Pennsylvania)	Laborers	3,600
	National Electrical Contractors Association, Western Pennsylvania Chapter (Pennsylvania)	Electrical Workers (IBEW)	1,500
Food products	Iowa Beef Processors, Inc. (Nebraska)	Food and Commercial Workers	2,000
Apparel	Plastic Soft Material Manufacturers Association (New York, NY)	Ladies' Garment Workers	2,600
Paper	Westvaco Corp. (Virginia and Maryland)	Paperworkers	1,050
Primary metals	Huntington Alloys Inc. (Huntington, WV)	Steelworkers	1,000
	Copperweld Corp. (Warren, OH)	Steelworkers	2,000
	Neenah Foundry Co. (Neenah, WI)	Molders	1,000
Electrical products	AVX Corp., AVX Ceramics (Myrtle Beach, SC)	Electrical Workers (IBEW)	1,400
Transportation equipment	Dana Corp. (Interstate)	Auto Workers	7,000
Water transportation	Great Lakes Association of Stevedores (Interstate)	Longshoremen's Association	6,000
Air transportation	Northwest Airlines, flight attendants (Interstate)	Teamsters (Ind.)	3,000
	Republic Airlines, clerical and office (Interstate)	Air Line Pilots	6,300
	Western Airlines, pilots (Interstate)	Air Line Pilots	1,200
	Ozark Airlines, clerical and office (Interstate)	Machinists	1,800
Communication	General Telephone Co. of Pennsylvania (Pennsylvania)	Electrical Workers (IBEW)	2,000
Utilities	Public Service Co. of Colorado (Denver, CO)	Electrical Workers (IBEW)	3,000
	Southern California Edison Co. (California)	Electrical Workers (IBEW)	5,750
Wholesale trade	New York Oil Heating Association (New York, NY)	Teamsters (Ind.)	1,700
Retail trade	New York-Bronx Meat and Food Dealers Inc. (New York, NY)	Food and Commercial Workers	1,600
	Kroger Co. (Dayton, OH)	Food and Commercial Workers	2,000
Restaurants	San Mateo Hotel and Restaurant Owners Association (California)	Hotel Employees and Restaurant Employees	5,200
	Bob's Big Boy Restaurants (California)	Bob's Employees' Association (Ind.)	5,200
Real estate	Realty Advisory Board on Labor Relations, Inc., Commercial Building Agreement (New York, NY)	Service Employees	18,000
Services	Service Employers Association (New York)	Service Employees	36,000
	Associated Guard and Patrol Agencies (Chicago, IL)	Service Employees	6,000
Public			
General government	Alaska: State general unit	State Employees Association	7,900
	State labor trades and crafts	Laborers	1,500
	Minnesota: Hennepin County general unit	State, County and Municipal Employees	3,000
	Florida: Dade County classified employees	State, County and Municipal Employees	10,000
	New York: Broome County white-collar employees	Civil Service Employees Association	1,100
	Dutchess County general unit	State, County and Municipal Employees	1,200
	Oneida County general unit	Civil Service Employees Association	1,000
	Onondaga County general unit	State, County and Municipal Employees	3,500
	Orange County general unit	State, County and Municipal Employees	1,500
	Chautauqua County general unit	Civil Service Employees Association	1,200
	Nebraska: Omaha municipal employees	State, County and Municipal Employees	1,050
	Wisconsin: Milwaukee County general unit	State, County and Municipal Employees	6,000
	Milwaukee municipal employees	State, County and Municipal Employees	2,800
Law enforcement	Milwaukee Police Department	Police Association	1,800
	Ohio: Cincinnati Police Department	Police	1,050
Fire protection	Pennsylvania: Pittsburgh Fire Department	Fire Fighters	1,050
Education	California: San Diego Unified School District, office	Education Association (Ind.)	2,300
	Colorado: Boulder District 21, teachers	Education Association (Ind.)	1,250
	Cherry Creek teachers	Education Association (Ind.)	1,500

---

[1] Affiliated with AFL-CIO except where noted as independent (Ind.).

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars are current earnings adjusted for price changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Employment Cost Index—The index (June 1981 = 100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance, and Social Security.

The index covers all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981 = 100), for most of the current series. Compensation indexes begin in December 1979 for white-collar, blue-collar, and service workers, for goods-producing and service-producing industries, for manufacturing and nonmanufacturing, and for workers by bargaining status and by area size. Within the bargaining status series, compensation data for goods-producing and service-producing industries and for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during the reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those deferred from earlier negotiations, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for compensation). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Data relate to the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective date of

agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while compensation changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover or establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.32	$8.57
1977 dollars	5.18	5.25	5.29	5.14	4.89	4.83	4.83	4.89	4.91	4.88
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	175.45	189.00	203.70	219.91	235.10	255.20	267.26	280.70	292.86	299.09
1977 dollars	186.85	189.00	189.31	183.41	172.74	170.13	168.09	171.26	172.78	170.42
Indexes										
Average hourly compensation:										
All persons, business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	119.1	131.5	143.7	154.9	161.5	168.1	175.3
1977 dollars	98.7	100.0	100.8	99.4	96.7	95.7	97.3	98.2	98.1	98.8
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	118.7	130.0	143.3	154.4	161.1	167.4	173.9
1977 dollars	98.0	100.0	100.8	99.1	96.3	95.5	97.0	98.0	97.6	98.0
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.3	165.2
1977 dollars	99.0	100.0	100.5	97.4	93.5	92.6	93.4	94.8	94.6	94.1

[1] Production or nonsupervisory workers.

r = revised.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1985			1986									
	Oct.	Nov..	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector: [1]													
Current dollars	$8.64	$8.66	$8.71	$8.72	$8.74	$8.73	$8.72	$8.72	$8.71	$8.69	$8.70	$8.81	$8.83
1977 dollars	4.88	4.87	4.89	4.88	4.91	4.93	4.94	4.92	4.89	4.89	4.88	4.92	-
Average weekly earnings, private nonfarm sector: [1]													
Current dollars	301.54	301.37	306.59	302.56	300.66	302.93	301.71	302.58	303.98	304.15	305.37	307.47	306.40
1977 dollars	170.36	169.59	170.05	169.32	168.82	171.05	170.94	170.85	170.78	170.97	171.36	171.77	-
Indexes, 1977 = 100													
Hourly Earnings Index: [1]													
Current dolars	166.7	166.2	167.0	168.2	167.9	168.5	168.4	168.7	168.8	168.5	168.5	170.0	170.3
1977 dollars	93.9	94.0	94.4	94.0	94.6	95.2	95.4	95.2	94.8	94.7	94.6	94.9	-
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector: [1]													
Current dollars	$8.63	$8.65	$8.70	$8.68	$8.71	$8.73	$8.72	$8.73	$8.74	$8.73	$8.77	$8.77	$8.82
1977 dollars	4.88	4.87	4.89	4.85	4.89	4.93	4.94	4.94	4.92	4.92	4.93	4.91	-
Average weekly earnings, private nonfarm sector: [1]													
Current dollars	301.19	301.02	303.63	303.80	303.98	304.68	303.46	303.80	303.28	302.93	305.20	304.32	305.17
1977 dollars	170.45	169.49	170.20	169.72	170.58	171.94	171.93	171.83	170.67	170.57	171.46	170.49	-
Indexes, 1977 = 100													
Average hourly compensation (quarterly data):													
All persons, business sector:													
Current dollars (1977 = 100)	-	178.0	-	-	179.1	-	-	180.4	-	-	181.7	-	-
1977 dollars	-	99.0	-	-	99.2	-	-	100.3	-	-	100.4	-	-
All employees, nonfarm business sector:													
Current dollars (1977 = 100)	-	176.2	-	-	177.6	-	-	178.5	-	-	179.6	-	-
1977 dollars	-	98.0	-	-	98.4	-	-	99.3	-	-	99.3	-	-
Hourly Earnings Index: [1]													
Current dollars (1977 = 100)	166.2	166.8	167.7	167.3	168.2	168.5	168.4	168.7	169.2	168.9	169.3	169.6	170.3
1977 dollars	94.4	94.0	93.9	94.0	93.5	94.4	95.1	95.4	95.2	95.1	95.1	95.0	-

[1] Production or nonsupervisory workers.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars											
Average hourly earnings, private nonfarm economy	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.32	$8.57
Mining	5.95	6.46	6.94	7.67	8.49	9.17	10.04	10.77	11.28	11.63	11.98
Contract construction	7.31	7.71	8.10	8.66	9.27	9.94	10.82	11.63	11.94	12.13	12.31
Manufacturing	4.83	5.22	5.68	6.17	6.70	7.27	7.99	8.49	8.83	9.19	9.53
Transportation and public utilities	5.88	6.45	6.99	7.57	8.16	8.87	9.70	10.32	10.79	11.12	11.40
Wholesale trade	4.73	5.03	5.39	5.88	6.39	6.96	7.56	8.09	8.55	8.89	9.16
Retail trade	3.36	3.57	3.85	4.20	4.53	4.88	5.25	5.48	5.74	5.85	5.94
Finance, insurance and real estate	4.06	4.27	4.54	4.89	5.27	5.79	6.31	6.78	7.29	7.63	7.94
Services	4.02	4.31	4.65	4.99	5.36	5.85	6.41	6.92	7.31	7.59	7.89
Indexes, 1977 = 100											
Hourly Earnings Index, private nonfarm economy[1]	86.7	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.3	165.2
Mining	85.4	92.5	100.0	112.2	122.9	134.2	148.2	158.9	166.7	173.8	178.9
Contract construction	90.3	95.1	100.0	106.7	114.1	121.9	132.0	141.2	145.6	148.1	150.4
Manufacturing	85.9	92.5	100.0	108.3	117.6	129.4	141.9	152.4	157.9	162.8	168.6
Transportation and public utilities	84.3	92.2	100.0	108.2	116.8	127.2	139.4	148.8	156.6	161.7	166.3
Wholesale trade	87.7	93.3	100.0	109.1	118.6	129.0	139.9	149.7	158.2	164.4	169.0
Retail trade	87.0	92.7	100.0	109.1	117.7	127.2	137.0	143.4	150.2	153.2	155.6
Finance, insurance, and real estate	89.2	94.0	100.0	107.6	116.0	127.0	138.1	148.3	158.7	165.7	171.8
Services	86.5	92.9	100.0	107.4	115.1	125.5	137.3	147.9	156.0	161.8	168.2

---

[1] Production or nonsupervisory workers.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1985			1986									
	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept. p	Oct. p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$8.64	$8.66	$8.71	$8.72	$8.74	$8.73	$8.72	$8.72	$8.71	$8.69	$8.70	$8.81	$8.83
Mining	12.00	12.07	12.27	12.24	12.32	12.35	12.43	12.44	12.50	12.46	12.51	12.51	12.54
Contract construction	12.42	12.28	12.47	12.34	12.35	12.22	12.29	12.33	12.31	12.31	12.39	12.54	12.63
Manufacturing	9.56	9.63	9.74	9.70	9.70	9.72	9.70	9.71	9.70	9.74	9.78	9.73	9.73
Transportation and public utilities	11.48	11.59	11.61	11.59	11.64	11.62	11.55	11.54	11.57	11.61	11.61	11.72	11.72
Wholesale trade	9.16	9.23	9.33	9.28	9.36	9.33	9.29	9.29	9.32	9.30	9.31	9.37	9.38
Retail trade	5.95	5.97	5.99	6.03	6.04	6.03	6.01	6.00	5.99	5.97	5.97	6.06	6.06
Finance, insurance, and real estate	8.01	8.06	8.15	8.14	8.28	8.30	8.29	8.31	8.37	8.30	8.33	8.40	8.40
Services	7.99	8.05	8.12	8.12	8.17	8.18	8.12	8.10	8.10	8.04	8.05	8.19	8.25
Indexes, 1977=100													
Hourly Earnings Index, private nonfarm economy[1]	166.2	167.0	168.2	167.9	168.6	168.5	168.4	168.6	168.8	168.5	168.5	170.0	170.3
Mining	178.8	180.1	181.7	180.9	180.5	180.1	181.2	181.1	181.4	181.7	181.5	181.4	181.9
Contract construction	151.9	149.7	151.7	150.0	149.7	148.3	149.9	150.7	150.5	150.3	151.3	153.0	154.1
Manufacturing	169.3	170.2	171.3	171.4	171.6	171.9	172.2	172.5	172.3	172.8	172.2	172.6	172.8
Transportation and public utilities	167.7	169.5	170.1	169.3	170.3	169.8	169.0	169.1	169.5	169.3	169.6	171.5	171.7
Wholesale trade	169.1	170.3	172.2	171.1	172.4	171.9	171.3	171.4	172.0	171.4	171.7	172.8	173.1
Retail trade	156.0	156.2	157.0	157.3	157.7	157.7	157.8	157.9	157.9	157.4	157.4	159.3	159.1
Finance, insurance, and real estate	173.2	174.3	176.2	175.8	178.8	179.2	178.9	179.3	180.5	179.1	179.8	181.0	181.3
Services	170.1	171.4	172.8	172.7	173.8	174.0	173.1	173.2	173.3	172.4	172.6	175.1	175.9
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$8.63	$8.65	$8.70	$8.68	$8.71	$8.73	$8.72	$8.73	$8.74	$8.73	$8.77	$8.77	$8.82
Mining[2]	12.00	12.07	12.27	12.24	12.32	12.35	12.43	12.44	12.50	12.46	12.51	12.51	12.54
Contract construction	12.33	12.34	12.04	12.25	12.29	12.23	12.34	12.38	12.43	12.40	12.43	12.43	12.54
Manufacturing	9.61	9.63	9.68	9.65	9.68	9.70	9.68	9.72	9.71	9.73	9.76	9.74	9.78
Transportation and public Utilities	11.47	11.52	11.56	11.56	11.62	11.65	11.58	11.62	11.63	11.62	11.62	11.66	11.71
Wholesale trade	9.19	9.24	9.30	9.22	9.34	9.36	9.27	9.29	9.35	9.31	9.36	9.35	9.42
Retail trade	5.96	5.97	6.02	5.99	5.99	6.01	5.99	5.99	6.00	6.00	6.03	6.06	6.07
Finance, insurance, and real estate[2]	8.01	8.06	8.15	8.14	8.28	8.30	8.29	8.31	8.37	8.30	8.33	8.40	8.40
Services	7.98	8.02	8.05	8.05	8.11	8.16	8.11	8.12	8.17	8.12	8.16	8.17	8.24
Indexes, 1977=100													
Hourly Earnings Index, private nonfarm economy[1]	166.2	166.8	167.7	167.3	168,2	168.5	168.4	168.7	169.2	168.9	169.3	169.6	170.3
Mining[2]	178.8	180.1	181.7	180.9	180.5	180.1	181.2	181.1	181.4	181.7	181.5	181.4	181.9
Contract construction	150.4	150.3	151.2	149.7	149.7	149.2	150.6	151.0	151.4	150.8	151.3	151.2	152.8
Manufacturing	169.7	170.2	171.0	170.7	171.3	171.8	171.4	172.5	172.4	172.7	172.9	172.8	173.3
Transportation and public utilities	167.4	168.5	169.1	168.6	169.6	170.2	169.3	170.1	170.7	170.3	170.1	170.9	171.3
Wholesale trade[2]	169.1	170.3	172.2	171.1	172.4	171.9	171.3	171.4	172.0	171.4	171.7	172.8	173.1
Retail trade	156.4	156.6	157.5	157.0	157.3	157.4	157.3	157.2	157.8	157.7	158.5	159.1	159.6
Finance, insurance, and real estate[2]	173.2	174.3	176.2	175.8	178.8	179.2	178.9	179.3	180.5	179.1	179.8	181.0	181.3
Services	169.9	170.9	171.6	171.7	173.1	174.0	173.1	173.4	174.3	173.4	174.3	174.4	175.7

---

[1] Production or nonsupervisory workers.

[2] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p=preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1984			1985				1986		
	II	III	IV	I	II	III	IV	I	II	IIIp
Average hourly compensation:										
All persons, business sector	3.8	4.6	4.2	3.9	4.5	4.4	4.4	3.9	3.4	3.0
All employees, nonfarm business sector:										
Current dollars	3.7	4.3	4.1	3.9	4.2	3.9	3.8	3.6	3.0	2.8
1977 dollars	-.6	.1	.1	.3	.5	.5	.2	.5	1.4	1.2
Average hourly earnings, private nonfarm economy[1]	4.1	4.0	3.4	3.2	3.1	2.8	3.0	2.8	2.2	2.0
Mining[2]	3.7	3.2	2.0	2.7	2.7	2.8	4.1	3.5	4.3	4.4
Contract construction	1.8	1.7	1.4	1.8	1.3	1.4	1.4	-.1	.8	.8
Manufacturing	4.1	4.0	3.8	4.0	4.1	3.6	3.5	2.7	2.1	1.9
Transportation and public utilities	2.9	3.4	2.4	2.5	2.4	2.5	2.8	2.9	2.3	1.7
Wholesale trade	4.9	4.9	4.3	3.3	3.4	2.7	2.6	2.7	1.8	1.8
Retail trade	2.7	1.9	1.8	1.3	1.3	1.7	1.8	1.8	1.4	1.3
Finance, insurance, and real estate[2]	4.5	4.9	4.0	4.0	4.0	3.8	4.5	5.0	5.5	5.0
Services	4.5	4.5	4.2	4.0	4.0	3.9	4.1	4.3	3.6	2.8
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	3.5	3.4	3.1	3.1	3.1	3.0	3.0	2.8	2.5	2.2
1977 dollars	5	-.1	-.4	-.5	-1.0	-.2	-.2	.0	1.3	1.0
Mining[2]	4.6	4.4	3.9	3.8	3.1	2.4	1.4	1.4	1.5	1.4
Contract construction	2.0	1.7	1.3	2.0	1.5	1.4	1.4	-.3	.6	.5
Manufacturing	3.2	3.4	3.3	3.7	3.8	3.6	3.3	2.7	2.4	2.1
Transportation and public utilities	3.3	3.4	2.9	2.6	2.7	2.8	3.0	3.1	2.7	2.1
Wholesale trade	4.8	4.7	4.2	3.1	3.1	2.5	2.4	2.5	1.7	1.8
Ratail trade	2.8	1.9	1.7	1.3	1.2	1.7	1.8	1.8	1.5	1.6
Finance, insurance, and real estate[2]	4.4	4.6	3.6	3.4	3.5	3.5	4.2	4.8	5.1	4.6
Services	4.4	4.4	4.0	3.8	3.9	3.8	4.1	4.5	3.7	3.1
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	5.1	4.7	3.5	2.5	2.2	2.0	2.4	2.7	1.7	1.6
1977 dollars	2.0	1.1	-.1	-1.0	-1.9	-1.1	-.8	-.2	.5	.4

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p=preliminary.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1983	1984				1985				1986		
	IV	I	II	III	IV	I	II	III	IV	I	II	III^p
Average hourly compensation:												
All persons, business sector	5.3	5.7	2.8	4.6	3.8	4.2	5.1	4.4	3.8	2.5	2.8	2.9
All employees, nonfarm business sector:												
Current dollars	4.6	4.9	3.2	4.3	4.1	3.9	4.4	3.2	3.6	3.1	2.2	2.4
1977 dollars	0.4	-0.2	-0.4	0.5	0.4	0.6	0.3	0.6	-0.7	1.6	3.9	-.2
Average hourly earnings, private nonfarm economy[1]	5.2	4.0	3.6	3.3	2.7	3.0	3.2	2.2	3.5	2.2	1.1	1.2
Mining[2]	3.8	6.2	1.7	.9	-.7	8.9	1.9	1.3	4.3	6.4	5.1	1.2
Contract construction	2.4	1.7	2.7	.6	.9	3.1	.5	1.0	1.2	-3.2	4.2	1.2
Manufacturing	5.1	4.5	3.1	4.2	4.0	4.8	3.4	2.4	3.2	1.5	1.1	1.7
Transportation and public utilities	5.0	3.0	2.7	2.8	1.7	2.6	2.5	3.1	2.8	3.3	0.0	.8
Wholesale trade	6.4	3.7	3.2	4.1	3.6	2.2	3.4	1.5	3.1	2.8	-.1	1.6
Retail trade	3.3	1.6	1.8	.7	2.1	.7	1.6	2.5	2.3	.9	-.2	2.5
Finance, insurance and real estate[2]	7.5	6.8	2.1	3.7	3.9	6.4	2.2	2.7	6.7	8.5	4.1	.1
Services	4.8	4.4	4.5	3.9	3.9	3.7	4.4	3.8	4.6	4.6	1.3	.8
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	4.3	3.6	3.0	2.8	3.1	3.4	3.0	2.4	3.2	2.7	1.8	1.2
1977 dollars	.9	.8	1.2	-3.2	-.4	.6	-.9	.1	-.6	1.4	4.4	-1.2
Mining[2]	4.5	5.0	3.8	4.2	2.7	4.4	1.3	1.1	2.6	.7	1.7	.6
Contract construction	2.4	3.3	2.4	.7	.9	3.8	.5	.5	.8	-2.8	4.1	.2
Manufacturing	3.5	3.9	3.2	3.4	3.6	4.6	3.6	2.5	2.4	2.3	2.4	1.2
Transportation and public utilities	4.9	3.9	2.6	3.1	2.4	2.4	2.9	3.4	3.3	2.8	1.4	.9
Wholesale trade[2]	6.3	4.5	2.5	3.5	3.9	2.6	2.5	.9	3.6	3.1	-.6	1.0
Retail trade	3.5	1.4	1.9	.4	1.9	.9	1.8	2.2	2.3	1.0	.6	2.6
Finance, insurance, and real estate[2]	6.9	6.7	2.1	3.0	3.1	5.5	2.5	2.9	6.1	8.0	3.7	.9
Services	5.2	3.2	4.2	3.7	3.9	3.4	4.7	3.3	4.9	5.0	1.6	1.0
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	6.8	5.6	4.0	2.1	2.0	1.9	2.8	1.4	3.5	3.0	-.8	.8
1977 dollars	3.5	2.3	2.2	-3.8	-1.5	-.9	-1.1	-.9	-.4	1.7	1.7	-1.5

---

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985			1986									
	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.^{p}	Oct.^{p}
Average hourly earnings, private nonfarm economy[1]	3.0	2.9	3.1	2.8	2.7	2.7	2.3	2.3	2.0	2.1	2.1	1.7	2.2
Mining[2]	3.1	3.8	4.8	3.2	3.5	3.7	4.1	4.7	4.0	4.5	4.3	3.8	4.5
Contract construction	1.4	1.4	1.6	.2	-.2	-.3	.4	.7	1.1	.9	.9	.6	1.7
Manufacturing	3.6	3.3	3.5	2.7	2.7	2.6	2.0	2.3	1.9	2.0	2.0	1.7	1.8
Transportation and public utilities	2.6	2.9	2.8	2.8	3.0	3.0	2.3	2.6	2.0	2.0	1.7	1.5	2.1
Wholesale trade	2.5	2.7	2.5	2.6	2.8	2.7	1.8	1.8	1.9	1.7	2.1	1.6	2.5
Retail trade	1.7	1.2	2.4	1.9	1.7	1.9	1.5	1.2	1.4	1.2	1.5	1.3	1.8
Finance, insurance and real estate[2]	4.4	4.4	4.6	4.6	5.1	5.3	5.5	5.9	5.2	5.3	5.3	4.5	4.9
Services	4.2	4.2	4.0	4.1	4.2	4.6	3.8	3.6	3.3	3.0	2.9	2.5	3.3
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	3.0	3.0	3.1	2.8	2.8	2.9	2.6	2.6	2.4	2.4	2.3	2.0	2.5
1977 dollars	.1	-.3	-.4	-.9	-.1	1.0	1.4	1.4	1.0	1.2	1.1	.6	–
Mining[2]	2.3	2.2	2.7	1.9	1.1	1.3	1.4	1.8	1.4	1.6	1.5	1.1	1.8
Contract construction	1.5	1.2	1.5	.2	-.4	-.5	.2	.5	1.1	.6	.7	.4	1.6
Manufacturing	3.2	3.3	3.3	2.7	2.7	2.7	2.5	2.5	2.2	2.2	2.1	1.9	2.1
Transportation and public utilities	2.6	3.2	3.2	2.9	3.2	3.3	2.6	3.0	2.6	2.4	2.1	1.8	2.4
Wholesale trade[2]	2.3	2.4	2.4	2.4	2.6	2.5	1.7	1.7	1.8	1.7	2.0	1.5	2.4
Retail trade	1.9	1.4	2.1	2.0	1.8	1.7	1.6	1.3	1.6	1.6	1.8	1.5	2.0
Finance, insurance, and real estate[2]	4.1	4.2	4.4	4.4	5.0	5.2	5.1	5.5	4.8	4.9	4.9	4.1	4.7
Services	4.0	4.3	3.9	4.2	4.4	4.7	3.9	3.8	3.3	3.4	3.2	2.7	3.4
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	2.7	2.0	2.5	2.8	2.7	2.4	2.1	1.8	1.4	1.8	1.8	1.2	1.3
1977 dollars	-.2	-1.3	-1.0	-.8	-.2	.5	1.0	.6	([3])	.7	.6	-.1	–

---

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985			1986									
	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.[p]	Oct.[p]
Average hourly earnings, private nonfarm economy[1]	2.6	2.8	3.1	3.1	2.8	2.6	2.1	1.9	.9	1.2	1.4	.9	2.3
Mining[2]	1.0	3.2	4.2	5.4	5.6	5.0	7.3	6.2	3.8	3.6	3.1	2.6	1.8
Contract construction	.7	.8	1.8	-.6	-.5	-1.9	.2	.6	.5	2.5	2.3	3.3	3.3
Manufacturing	2.5	2.8	3.2	2.3	2.3	2.5	1.5	1.9	.6	1.7	1.7	.8	2.1
Transportation and public utilities	2.7	3.4	2.8	3.0	3.4	2.8	1.9	1.7	1.2	1.0	0.0	.2	2.3
Wholesale trade	1.8	2.4	2.6	1.5	3.7	3.5	1.7	1.1	1.1	2.0	.4	-.2	3.3
Retail trade	2.0	1.7	3.4	2.0	1.7	1.0	1.0	.7	-.7	.3	1.3	1.7	2.7
Finance, insurance and real estate[2]	3.9	5.4	4.8	6.7	9.6	6.6	7.1	6.3	5.5	4.0	1.2	2.4	2.7
Services	4.4	4.6	3.6	4.4	4.6	4.8	3.3	2.5	3.0	1.7	1.2	.2	3.2
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	2.4	2.9	3.1	2.9	3.3	2.6	2.7	2.3	1.7	1.8	1.4	1.3	2.3
1977 dollars	(3)	-.3	-.5	-1.0	.7	1.5	2.9	3.2	2.6	3.5	1.6	-.2	–
Mining[2]	.1	2.4	3.1	2.3	1.9	.8	2.5	1.1	-.3	.9	1.1	1.4	.8
Contract construction	.1	.1	1.8	-1.3	-.8	-1.9	.4	1.0	.3	1.5	2.1	2.7	2.8
Manufacturing	2.3	2.4	2.7	2.1	2.3	2.7	2.7	2.6	1.7	2.3	1.9	1.2	1.5
Transportation and public utilities	3.0	3.9	3.2	2.9	3.6	2.7	2.3	2.0	1.9	2.0	.6	.8	2.4
Wholesale trade[2]	.8	2.1	3.8	3.1	5.0	1.9	2.6	1.3	-.2	.4	-.8	1.1	2.2
Retail trade	2.1	1.7	3.0	2.3	2.0	.7	1.2	.9	.3	.9	1.6	2.2	2.9
Finance, insurance, and real estate[2]	3.5	5.2	4.7	6.1	8.9	6.2	6.7	5.8	4.9	3.7	1.1	2.0	2.8
Services	4.0	4.8	3.4	4.8	5.0	4.9	3.8	2.9	3.2	2.0	1.5	.5	3.0
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	2.6	1.7	3.1	4.3	2.8	2.6	1.5	1.9	-.2	-.6	.8	-.2	1.1
1977 dollars	.2	-1.5	.5	.3	.2	1.4	1.7	2.8	.6	1.0	1.0	-1.7	–

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

[p] = preliminary.

Table 9. Employment Cost Index by occupation and industry group[1]

(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent change for					
				3 months ended			12 months ended		
	Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986
Cilvilian workers	128.4	131.5	133.0	1.6	0.7	1.1	4.9	4.0	3.6
Workers, by occupational group									
White-collar occupations	130.7	134.2	136.0	1.9	.8	1.3	5.4	4.6	4.1
Blue-collar occupations	124.4	126.8	127.8	1.1	.5	.8	4.0	3.0	2.7
Service occupations	130.9	133.7	135.4	2.3	.5	1.3	5.1	4.5	3.4
Workers, by industry division									
Goods-producing[1]	124.9	128.1	128.8	.8	.9	.5	4.0	3.4	3.1
Maufacturing	125.5	128.7	129.3	.7	.8	.5	4.2	3.3	3.0
Service-producing[2]	130.7	133.7	135.6	2.2	.6	1.4	5.5	4.5	3.7
Services	136.4	139.4	142.4	2.9	.4	2.2	5.9	5.1	4.4
Health services	-	-	-	1.6	.7[c]	1.6	-	3.8[c]	3.8
Hospitals	-	-	-	-	-	1.6	-	-	-
Public administration	134.2	138.0	140.6	3.0	.9	1.9	5.8	5.9	4.8
Nonmanufacturing	129.7	132.8	134.6	2.0	.7	1.4	5.2	4.4	3.8
Private industry workers	126.8	129.9	130.8	1.3	.8	.7	4.7	3.8	3.2
Workers, by occupational group									
White-collar occupations	128.8	132.5	133.5	1.3	.9	.8	5.2	4.2	3.6
Blue-collar occupations	124.0	126.3	127.2	1.0	.5	.7	3.9	2.9	2.6
Service occupations	128.8	131.1	132.3	1.8	.2	.9	4.5	3.6	2.7
Workers, by industry division									
Goods-producing[1]	124.6	127.8	128.6	.6	.9	.6	3.9	3.2	3.2
Service-producing[2]	128.7	131.6	132.7	1.8	.6	.8	5.3	4.1	3.1
State and local government workers	136.5	139.7	143.6	3.4	.6	2.8	6.0	5.8	5.2
Workers, by occupational group									
White-collar occupations	137.6	140.5	145.0	3.5	.4	3.2	6.1	5.7	5.4
Blue-collar occupations	131.9	136.3	138.5	2.6	1.2	1.6	5.5	6.1	5.0
Workers, by industry division									
Services	137.9	140.8	145.5	3.5	.3	3.3	6.2	5.7	5.5
Hosptials and other services[3]	134.1	137.9	139.4	2.0	.8	1.1	4.8	4.9	4.0
Health services	-	-	-	2.7	1.0	1.5	-	5.1	3.9
Schools	139.1	141.7	147.6	4.0	.1	4.2	6.5	6.0	6.1
Elementary and secondary	140.9	143.2	149.4	4.7	.1	4.3	6.7	6.4	6.0
Publuc administration	134.2	138.0	140.6	3.0	.9	1.9	5.8	5.9	4.8

- Data not available.
c= Corrected.

NOTE: See footnotes at the end of table 14.

Table 10. Employment Cost Index for wages and salaries only, by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent change for					
				3 months ended			12 months ended		
	Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986
Civilian workers	126.3	129.3	130.7	1.7	0.8	1.1	5.0	4.1	3.5
Workers, by occupational group									
White-collar occupations	128.8	132.4	134.1	1.9	.9	1.3	5.4	4.7	4.1
Blue-collar occupations	122.0	124.1	125.0	1.2	.6	.7	4.3	3.0	2.5
Service occupations	128.0	130.0	131.7	2.2	.2	1.3	4.7	3.8	2.9
Workers, by industry division									
Goods-producing[1]	122.5	125.6	126.3	.8	1.0	.6	4.2	3.4	3.1
Maufacturing	123.2	126.5	127.2	.7	1.0	.6	4.4	3.4	3.2
Service-producing[2]	128.6	131.5	133.4	2.2	.6	1.4	5.4	4.5	3.7
Services	134.2	137.0	139.9	2.8	.4	2.1	5.5	5.0	4.2
Health services	-	-	-	1.4	.7	1.7	-	3.4	3.7
Hospitals	-	-	-	-	-	1.6	-	-	-
Public administration	131.4	134.6	137.5	3.3	.6	2.2	5.6	5.8	4.6
Nonmanufacturing	127.6	130.4	132.2	2.1	.6	1.4	5.2	4.3	3.6
Private industry workers	124.9	127.9	128.8	1.3	.9	.7	4.8	3.7	5.1
Workers, by occupational group									
White-collar occupations	127.3	131.1	132.0	1.4	1.2	.7	5.3	4.5	3.7
Blue-collar occupations	121.7	123.7	124.5	1.2	.5	.6	4.3	2.8	2.3
Service occupations	126.3	128.0	128.9	1.5	.0	.7	4.2	2.9	2.1
Workers, by industry division									
Goods-producing[1]	122.3	125.4	126.1	.7	1.0	.6	4.1	3.3	3.1
Service-producing[2]	127.0	129.9	130.9	1.8	.7	.8	5.3	4.1	3.1
State and local government workers	133.2	136.0	140.4	3.5	.4	3.2	5.6	5.7	5.4
Workers, by occupational group									
White-collar occupations	134.3	137.0	141.8	3.6	.3	3.5	5.7	5.7	5.6
Blue-collar occupations	127.9	131.9	134.5	2.7	1.2	2.0	4.9	5.9	5.2
Workers, by industry division									
Services	134.5	137.1	142.1	3.7	.2	3.6	5.7	5.7	5.7
Hosptials and other services[3]	130.2	133.3	135.8	1.7	.7	1.9	4.1	4.1	4.3
Health services	-	-	-	2.6	.7	2.2	-	4.3	3.9
Schools	135.8	138.2	144.1	4.3	.1	4.3	6.3	6.1	6.1
Elementary and secondary	137.5	139.4	145.7	4.9	.0	4.5	6.3	6.3	6.0
Publuc administration	131.4	134.6	137.5	3.3	.6	2.2	5.6	5.8	4.6

- Data not available.

NOTE: See footnotes at the end of table 14.

Table 11. Employment Cost Index by occupation and industry group[1]
(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent change for					
				3 months ended			12 months ended		
	Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986
Private industry workers	126.8	129.9	130.8	1.3	0.8	0.7	4.7	3.8	3.2
Excluding sales	127.1	130.0	131.0	1.3	.7	.8	4.4	3.6	3.1
Workers, by occupational group									
White-collar occupations	128.8	132.5	133.5	1.3	.9	.8	5.2	4.2	3.6
Excluding sales	129.8	133.4	134.3	1.3	.9	.7	4.7	4.1	3.5
Professional specialty and technical	–	–	–	–	.7	1.0	–	–	–
Executive, administrative, and managerial	–	–	–	–	1.1	.5	–	–	–
Sales	–	–	–	–	1.2	.6	–	–	–
Administrative support, including clerical	–	–	–	–	.8	.7	–	–	–
Blue-collar occupations	124.0	126.3	127.2	1..0	.5	.7	3.9	2.9	2.6
Precision production, craft, and repair	–	–	–	–	.5	.7	–	–	–
Machine operators, assemblers, and inspectors	–	–	–	–	.5	.6	–	–	–
Transportation and materials moving	–	–	–	–	.7	1.1	–	–	–
Handlers, equipment cleaners, helpers, and laborers	–	–	–	–	.3	.6	–	–	–
Service occupations	128.8	131.1	132.3	1.8	.2	.9	4.5	3.6	2.7
Workers, by industry division									
Goods-producing[1]	124.6	127.8	128.6	.6	.9	.6	3.9	3.2	3.2
Construction	–	–	–	.7	1.6	.7	–	3.3	3.3
Manufacturing	125.5	128.7	129.3	.7	.8	.5	4.2	3.3	3.0
Durables	–	–	–	–	.5	.5	–	–	–
Nondurables	–	–	–	–	1.3	.6	–	–	–
Service-producing[2]	128.7	131.6	132.7	1.8	.6	.8	5.3	4.1	3.1
Transportation and public utilities	–	–	–	1.4	.2	.6	–	3.4	2.5
Transporation	–	–	–	1.4	-.2	.8	–	3.2	2.6
Public utilities	–	–	–	1.7	.5	.5	–	3.4	2.2
Wholesale and retail trade	–	–	–	1.2	.9	.6	–	3.4	2.2
Wholesale trade	–	–	–	–	1.1	.5	–	–	–
Retail trade	–	–	–	1.6	.8	.6	–	3.6	2.7
Finance, insurance, and real estate	–	–	–	1.9	.8	.6	–	5.3	3.9
Services	–	–	–	2.3	.6	1.2	–	4.7	3.6
Health services	–	–	–	1.2	.5	1.7	–	3.3	3.9
Hospitals	–	–	–	–	–	1.6	–	–	–
Nonmanufacturing	127.6	130.6	131.7	1.6	.7	.8	4.9	4.0	3.2

– Data are not available.

NOTE: See footnotes at the end of table 14.

WAGES AND SALARIES

Table 12. Employment Cost Index for wages and salaries, private industry workers,[1] by occupation and industry group[1]
(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent change for					
				3 months ended			12 months ended		
	Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986
Private industry workers	124.9	127.9	128.8	1.3	0.9	0.7	4.8	3.7	3.1
Excluding sales	125.5	128.2	129.1	1.3	.7	.7	4.6	3.5	2.9
Workers, by occupational group									
White-collar occupations	127.3	131.1	132.0	1.4	1.2	.7	5.3	4.5	3.7
Excluding sales	128.8	132.4	133.3	1.3	1.0	.7	4.8	4.2	3.5
Professional specialty and technical	131.2	134.0	135.4	1.9	1.0	1.0	4.8	4.1	3.2
Executive, administrative, and managerial	127.7	132.1	132.4	.9	1.2	.2	5.5	4.4	3.7
Sales	119.3	124.3	125.2	1.6	1.6	.7	8.0	5.9	4.9
Administrative support, including clerical	127.1	130.8	131.7	1.2	.9	.7	4.2	4.1	3.6
Blue-collar occupations	121.7	123.7	124.5	1.2	.5	.6	4.3	2.8	2.3
Precision production, craft, and repair	123.7	125.7	126.7	1.4	.3	.8	4.8	3.0	2.4
Machine operators, assemblers, and inspectors	121.1	123.6	124.1	.8	.8	.4	3.9	2.9	2.5
Transportation and materials moving	117.7	118.9	119.8	1.7	.8	.8	3.8	2.8	1.8
Handlers, equipment cleaners, helpers, and laborers	118.6	120.3	120.9	.1	.3	.5	3.4	1.5	1.9
Service occupations	126.3	128.0	128.9	1.5	.0	.7	4.2	2.9	2.1
Workers, by industry division									
Goods-producing[1]	122.3	125.4	126.1	.7	1.0	.6	4.1	3.3	3.1
Construction	117.3	119.8	120.5	.6	1.3	.6	2.6	2.7	2.7
Manufacturing	123.2	126.5	127.2	.7	1.0	.6	4.4	3.4	3.2
Durables	122.7	125.8	126.4	.6	.6	.5	4.2	3.1	3.0
Nondurables	124.0	127.9	128.5	1.1	1.4	.5	4.6	4.3	3.6
Service-producing[2]	127.0	129.9	130.9	1.8	.7	.8	5.3	4.1	3.1
Transportation and public utilities	124.8	126.6	127.3	1.6	.2	.6	4.1	3.1	2.0
Transporatiion	-	-	-	1.5	-.1	.6	-	2.5	1.5
Public utilities	-	-	-	1.7	.8	.4	-	4.1	2.8
Wholesale and retail trade	122.7	125.8	126.5	1.3	1.0	.6	5.3	3.9	3.1
Wholesale trade	127.7	131.2	131.8	.7	1.2	.5	5.8	3.5	3.2
Retail trade	120.8	123.7	124.4	1.6	1.0	.6	5.1	4.0	3.0
Finance, insurance, and real estate	124.1	128.0	129.0	2.0	1.1	.8	7.6	5.2	3.9
Services	133.9	136.9	138.2	2.2	.5	.9	5.4	4.5	3.2
Health services	-	-	-	1.0	.8	1.6	-	3.2	3.7
Hospitals	-	-	-	-	-	1.3	-	-	-
Nonmanufacturing	125.9	128.7	129.7	1.6	.8	.8	5.0	3.9	3.0

- Data are not available.

NOTE: See footnotes at the end of table 14.

Table 13. Employment Cost Index, private industry workers, by bargaining status, region, and area size[1]
(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent change for					
				3 months ended			12 months ended		
	Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986
Workers, by bargaining status									
Union	126.5	128.7	129.4	0.8	0.2	0.5	3.2	2.5	2.3
Good-producing[1]	124.6	126.7	127.3	.6	.2	.5	2.6	2.3	2.2
Service-producing[2]	129.5	131.9	132.8	1.2	.2	.7	4.0	3.0	2.5
Manufacturing	125.0	126.9	127.5	.6	-.1	.5	2.8	2.2	2.0
Nonmanufacturing	127.8	130.4	131.2	.9	.5	.6	3.4	3.0	2.7
Nonunion	126.8	130.2	131.2	1.4	.9	.8	5.4	4.2	3.5
Goods-producing[1]	124.4	128.2	129.1	.7	1.2	.7	5.1	3.8	3.8
Service-producing[2]	128.3	131.4	132.5	2.0	.8	.8	5.7	4.5	3.3
Manufacturing	125.7	129.7	130.4	.7	1.2	.5	5.4	3.9	3.7
Nonmanufacturing	127.3	130.4	131.6	1.8	.7	.9	5.5	4.2	3.4
Workers, by region									
Northeast	128.8	133.3	134.2	1.9	1.3	.7	5.2	5.5	4.2
South	126.5	129.6	130.7	1.0	.7	.8	4.8	3.5	3.3
Midwest (formerly North Central)	124.2	126.2	127.3	1.2	.2	.9	3.8	2.9	2.5
West	129.1	131.6	132.1	.9	.6	.4	5.4	2.9	.2.3
Workers, by area size									
Metropolitan areas	127.3	130.5	131.4	1.3	.8	.7	4.8	3.8	3.2
Other areas	123.9	126.4	127.2	1.1	.7	.6	4.1	3.2	2.7

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note.

See footnotes at the end of table 14.

Table 14. Employment Cost Index for wages and salaries, private industry workers,[1], by bargaining status, region, and area size
(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent change for					
				3 months ended			12 months ended		
	Sept. 1984	June 1985	Sept. 1985	Sept. 1984	June 1985	Sept. 1985	Sept. 1984	June 1985	Sept. 1985
Workers, by bargaining status									
Union	124.1	126.1	126.9	0.9	0.4	0.6	3.6	2.5	2.3
Goods-producing[1]	122.2	124.1	124.5	.7	.6	.3	3.5	2.3	1.9
Service-producing[2]	127.1	129.3	130.5	1.1	.2	.9	3.8	2.9	2.7
Manufacturing	122.8	124.6	125.0	.9	.3	.3	4.0	2.4	1.8
Nonmanufacturing	125.3	127.4	128.5	1.0	.4	.9	3.3	2.7	2.6
Nonunion	125.2	128.5	129.4	1.5	.9	.7	5.4	4.1	3.4
Goods-producing[1]	122.3	126.1	127.0	.7	1.3	.7	4.6	3.9	3.8
Service-producing[2]	126.9	129.9	130.8	2.0	.8	.7	5.8	4.4	3.1
Manufacturing	123.7	127.7	128.5	.7	1.3	.6	4.9	4.0	3.9
Nonmanufacturing	125.9	128.9	129.8	1.9	.9	.7	5.6	4.3	3.1
Workers, by region									
Northeast	126.8	131.3	132.3	1.8	1.6	.8	5.2	5.4	4.3
South	124.8	127.8	128.8	1.1	.8	.8	4.9	3.6	3.2
Midwest (formerly North Central)	122.5	124.4	125.3	1.2	.2	.7	4.0	2.7	2.3
West	126.6	128.9	129.3	1.2	.6	.3	5.5	3.0	2.1
Workers, by area size									
Metropolitan areas	125.5	128.5	129.4	1.4	.9	.7	5.0	3.8	3.1
Other areas	121.9	124.5	125.0	1.1	.7	.4	3.7	3.2	2.5

---

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

[3] Includes, for example, library, social, and health services.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table 15. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending														
	1983				1984				1985				1986		
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I p	II p	III p
Compensation adjustments: [2]															
First year	2.6	3.1	2.4	3.4	4.8	4.7	4.2	3.6	3.4	3.4	3.1	2.7	2.3	1.4	1.4
Over life of contract[3]	2.9	3.6	3.0	3.0	3.6	3.5	3.2	2.8	2.6	2.7	2.7	2.8	2.6	2.0	1.6
Wage-rate adjustment in-															
All industries															
First year	3.0	2.7	2.2	2.6	3.5	3.5	3.2	2.4	2.4	2.4	2.4	2.3	2.0	1.6	1.5
Contracts with COLA clauses[4]	1.3	.8	.4	1.9	4.0	4.6	4.5	2.9	2.5	2.3	1.9	1.6	1.6	1.8	2.2
Contracts without COLA clauses	6.0	4.7	3.7	3.3	3.0	2.7	2.3	2.1	2.4	2.4	2.7	2.7	2.2	1.5	1.2
Over life of contract[3]	3.5	3.5	3.2	2.8	3.0	3.1	2.8	2.4	2.3	2.4	2.5	2.7	2.5	2.2	1.9
Contracts with COLA clauses	2.2	2.3	2.2	2.0	2.6	2.9	2.8	1.8	1.3	1.5	1.8	2.5	2.5	2.6	2.1
Contracts without COLA clauses	6.0	4.7	4.1	3.7	3.4	3.2	2.8	2.7	2.8	2.8	3.0	2.8	2.5	2.1	1.8
Manufacturing															
First year	1.5	1.2	.6	.4	2.6	3.0	2.6	2.3	2.1	2.0	1.5	.8	.8	.1	-.1
Contracts with COLA clauses	1.0	.4	-.2	-.7	2.4	3.2	1.5	2.1	2.0	1.9	1.5	.8	.8	.7	1.1
Contracts without COLA clauses	5.4	4.7	2.9	3.2	2.9	2.8	3.7	2.9	2.5	2.2	1.5	.9	.9	-.4	-.8
Over life of contracts[3]	2.2	2.5	2.3	2.1	2.8	3.1	2.8	1.5	1.4	1.5	1.6	1.8	1.8	1.4	.8
Contracts with COLA clauses	1.8	2.0	1.8	1.4	2.2	2.8	1.8	1.0	.9	1.0	1.4	2.1	2.1	2.0	1.2
Contracts without COLA clauses	5.1	4.6	3.9	3.9	3.7	3.6	3.8	3.3	3.2	3.0	2.4	1.6	1.5	.9	.6
Nonmanufacturing															
First year	5.0	3.8	3.3	3.8	3.8	3.7	3.3	2.5	2.6	2.7	3.2	3.3	2.8	2.6	2.1
Contracts with COLA clauses	2.4	1.7	1.7	4.4	4.9	5.2	5.4	5.5	5.1	4.3	4.0	3.6	3.5	3.5	3.7
Contracts without COLA clauses	6.2	4.7	3.9	3.3	3.0	2.6	2.1	2.0	2.4	2.5	3.0	3.3	2.7	2.4	1.9
Over life of contract[3]	5.4	4.2	3.9	3.2	3.1	3.0	2.8	2.9	2.8	2.9	3.3	3.3	3.0	2.8	2.3
Contracts with COLA clauses	3.5	3.1	3.1	2.6	2.9	3.0	3.1	4.8	4.0	3.8	3.9	3.6	3.6	3.4	2.5
Contracts without COLA clauses	6.2	4.7	4.1	3.7	3.3	3.0	2.6	2.6	2.7	2.8	3.2	3.3	2.9	2.7	2.2
Construction															
First year	5.2	2.6	1.6	1.5	1.2	.8	.9	.5	.9	1.1	1.0	1.5	1.7	2.4	2.4
Contracts with COLA clauses	-2.3	-1.2	-.6	-.6	.1	-.4	4.0	4.0	4.6	9.2	-	-	-	.9	1.4
Contracts without COLA clauses	6.0	3.3	2.0	1.9	1.4	.9	.9	.4	.8	1.0	-	-	-	2.4	2.5
Over life of contract[3]	5.4	2.9	2.4	2.4	2.0	1.7	1.4	1.0	1.4	1.7	1.7	2.1	2.2	2.6	2.6
Contracts with COLA clauses	.8	.8	.9	.9	.7	.0	1.4	1.4	1.7	4.6	-	-	-	1.4	1.8
Contracts without COLA clauses	5.9	3.3	2.6	2.6	2.2	1.8	1.4	1.0	1.4	1.7	-	-	-	2.6	2.7

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

COLA =Cost of Living Adjustment.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 16. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] by year and quarter

Measure	Annual average						Quarterly average									
							1984			1985				1986		
	1980	1981	1982	1983	1984	1985	II	III	IV	I	II	III	IV	Ip	IIp	IIIp
Compensation adjustments:[2]																
First year	10.4	10.2	3.2	3.4	3.5	2.6	3.5	2.7	3.7	3.6	3.5	2.0	2.0	.4	.7	1.9
Over life of contract[3]	7.1	8.3	2.8	2.8	3.0	2.7	3.2	3.1	2.0	2.7	3.4	3.0	1.4	1.2	1.6	1.9
Wage adjustments in—																
All industries:																
First year	9.5	9.8	3.8	2.6	2.4	2.3	2.6	2.1	2.3	3.3	2.5	2.0	2.1	0.9	1.3	1.6
Contracts with COLA clauses	8.0	8.0	2.2	1.9	2.9	1.6	1.3	1.5	2.6	2.4	1.5	.5	3.1	2.0	2.4	1.5
Contracts without COLA clauses	11.7	10.6	7.0	3.3	2.1	2.7	2.7	2.1	1.1	3.6	2.8	2.9	1.3	.7	1.0	1.6
Over life of contract[3]	7.1	7.9	3.6	2.8	2.4	2.7	2.7	2.6	1.5	3.2	2.8	3.1	1.9	1.5	2.0	2.0
Contracts with COLA clauses	5.0	5.5	2.1	2.0	1.8	2.5	1.3	1.6	1.3	1.8	2.4	2.6	2.7	2.2	2.4	1.6
Contracts without COLA clauses	10.3	8.8	6.6	3.7	2.7	2.8	2.9	2.7	2.1	3.5	2.9	3.3	1.3	1.4	1.8	2.3
Manufacturing:																
First year	7.4	7.2	2.8	.4	2.3	.8	2.5	2.3	2.2	.8	1.6	.5	.9	.7	-2.1	(5)
Contracts with COLA clauses	6.5	6.2	2.3	-.7	2.1	.8	1.4	.7	2.2	1.4	1.1	.1	1.8	1.4	1.2	(6)
Contracts without COLA clauses	10.3	7.6	6.3	3.2	2.9	.9	3.2	3.8	2.5	.5	2.2	1.1	.1	.5	-2.9	.1
Over life of contract[3]	5.4	6.1	2.6	2.1	1.5	1.8	2.8	2.5	1.0	1.6	2.3	2.3	.9	1.3	.2	1.1
Contracts with COLA clauses	4.4	4.8	2.1	1.4	1.0	2.1	1.4	1.2	.8	1.1	2.1	2.4	1.6	1.5	1.3	6
Contracts without COLA clauses	8.9	6.6	5.8	3.9	1.6	3.3	3.5	3.8	3.5	2.0	2.7	2.1	.4	1.2	-.1	1.5
Nonmanufacturing:																
First year	10.9	11.2	4.8	3.8	2.5	3.3	2.6	2.0	2.5	4.7	2.8	3.6	3.4	1.0	2.4	1.9
Contracts with COLA clauses	9.7	8.9	1.9	4.4	5.5	3.6	1.1	5.0	5.0	5.0	2.1	3.1	4.6	3.5	2.8	2.0
Contracts without COLA clauses	12.2	12.1	7.2	3.3	2.0	3.3	1.9	.6	4.6	4.6	2.9	3.7	2.5	.8	2.3	1.8
Over life of contract[3]	8.3	8.8	4.7	3.2	2.9	3.3	2.7	2.6	2.8	4.0	3.0	3.9	2.9	1.7	2.5	2.2
Contracts with COLA clauses	5.7	5.8	2.1	2.6	4.8	3.6	9	3.1	4.8	3.5	2.9	4.2	4.0	3.7	2.8	1.8
Contracts without COLa clauses	10.8	9.9	6.9	3.7	2.6	3.3	2.8	2.6	1.7	4.0	3.0	3.9	2.2	1.6	2.4	2.4
Construction:																
First year	13.6	13.5	6.5	1.5	5	1.5	1.1	2.0	-2.8	-.8	1.5	2.1	.6	1.8	2.7	2.3
Contracts with COLA clauses	13.9	8.8	1.4	-0.6	-	-	-	-	-	-	-	-	-	-	-	-
Contracts without COLA clauses	13.6	14.0	6.8	1.9	-	-	-	-	-	-	-	-	-	-	-	-
Over life of contract[3]	11.5	11.3	6.3	2.4	1.0	2.1	1.4	2.1	.8	.5	2.2	2.3	.6	2.5	2.7	2.7
Contracts with COLA clauses	8.8	8.4	-.2	0.9	-	-	-	-	-	-	-	-	-	-	-	-
Contracts without COLA clauses	12.0	11.6	6.6	2.2	-	-	-	-	-	-	-	-	-	-	-	-

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA =Cost of Living Adjustment clause.

[5] Between 0 and 0.05 percent.

[6] Between 0 and -0.05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 17. Average quarterly effective wage adjustments in agreements covering 1,000 workers or more, by year and quarter
(In percent)

Characteristics	Annual average[1]			Quarterly average								
				1984		1985				1986		
	1983	1984	1985	III	IV	I	II	III	IV	Ip	IIp	IIIp
Total effective adjustments (prorated over all workers)	4.0	3.7	3.3	1.2	0.7	0.7	0.8	1.2	0.5	0.6	0.7	0.6
Source:												
Current settlements	.8	.8	.7	.2	.3	.1	.2	.2	.1	(1)	.2	.1
Prior agreements	2.5	2.0	1.8	.7	.2	.6	.5	.5	.2	.4	.6	.5
Cost of living adjustment	.6	.9	.7	.3	.2	.1	.1		.1	.2	(2)	
Industry												
Manufacturing	2.7	4.3	2.8	1.0	1.1	.9	.6	.8	.5	.8	.3	.3
Nonmanufacturing	4.8	3.3	3.6	1.3	.4	.7	1.0	1.4	.4	.4	1.0	.9
Nonmanufacturing, excluding construction	5.0	3.4	3.7	1.4	.6	.9	.7	1.6	.5	.5	.8	.8
Construction	4.4	2.9	3.0	.9	0.0	.1	1.8	.9	.1	.2	1.7	.9
Transportation and public utilities	4.4	3.0	3.6	1.5	.5	.6	.6	2.0	.3	.2	1.0	1.0
Wholesale and retail trade	5.1	3.4	3.3	.7	.5	1.0	.8	.8	.7	.9	.6	.7
Services	7.0	4.9	5.1	2.3	.6	1.7	.9	1.8	.7	1.1	.4	1.2
Effective wage adjustment for workers receiving adjustments	4.7	4.4	4.1	3.6	2.7	2.6	2.5	2.9	1.5	1.9	1.8	1.6
Source:												
Current settlements	2.8	3.0	3.4	3.1	2.5	4.6	3.1	3.0	2.6	.7	2.3	1.3
Prior agreements	5.9	4.0	3.7	3.3	3.1	4.0	3.9	2.6	3.0	2.9	3.4	3.1
Cost-of-living adjustment	2.1	2.7	2.2	1.6	1.3	.5	.9	1.8	.5	.8	-.3	(1)
Total number of workers receiving wage change (in millions)	6[illegible]	6.2	5.6	2.4	1.9	2.0	2.4	2.8	2.1	2.1	2.7	2.5
Source:												
Current settlements	2.3	1.9	1.4	.4	.9	.2	.5	.5	.4	.1	.5	.7
Prior agreements	3.3	3.7	3.4	1.6	.4	1.0	.9	1.4	.5	.9	1.2	1.0
Cost-of-living adjustment	2.3	2.5	2.3	1.2	1.1	1.0	1.0	1.7	1.3	1.3	1.1	.8
Number of workers not receiving a wage change (in thousands)	1.2	1.1	1.4	4.9	5.5	4.9	4.6	4.1	4.8	4.5	3.9	4.0

---

[1] Between 0 and 0.05 percent.
[2] Between 0 and -0.05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.
p=preliminary.

Table 18. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenanance	Unskilled plant
United States	January 86	4.6	4.7	4.9	3.4	2.8
Northeast	January 86	4.8	4.5	5.4	3.7	3.5
Albany-Schenectady-Troy	September 86	4.6	4.3	3.4	2.4	4.1
Boston	August 86	5.2	6.3	5.6	4.1	4.2
Buffalo	October 85	4.7	3.9	3.4	3.6	4.4
Hartford	July 86	5.5	4.0	7.6	2.2	2.8
Nassau-Suffolk	August 86	4.9	4.2	5.0	4.9	5.3
Newark	January 86	5.0	6.4	5.2	4.7	3.7
New York	May 86	4.8	3.6	5.4	4.9	3.3
Northeast Pennsylvania	August 86	3.4	5.2	4.4	3.0	3.4
Patterson-Clifton-Passaic	June 85	6.3	4.5	-	5.0	5.9
Philadelphia	November 85	4.5	5.0	3.5	3.5	2.4
Pittsburgh	January 86	3.5	3.7	2.7	1.6	.4
Portland	December 85	4.9	4.9	-	4.6	5.0
Poughkeepsie	September 86	-	-	-	-	-
Poughkeepsie-Kingston-Newburgh	September 86	-	-	-	2.7	3.8
Providence-Warwick-Pawtucket	June 86	4.2	3.9	5.9	3.6	4.0
Trenton	November 85	4.8	4.9	-	3.9	-
Worcester	April 85	4.6	4.4	-	4.6	3.0
York	January 86	3.0	5.8	4.9	3.7	3.1
South	January 86	4.8	5.4	5.2	3.0	2.4
Atlanta	May 86	6.2	6.0	4.1	4.2	4.6
Baltimore	August 86	4.6	5.6	2.8	3.0	2.6
Chattanooga	September 86	3.4	-	-	3.4	2.3
Corpus Christi	July 85	-	-	-	.7	2.8
Dallas-Fort Worth	December 85	5.3	5.6	5.6	3.1	2.0
Daytona Beach	August 86	-	-	-	-	-
Gainsville	September 86	-	-	-	-	-
Greensboro-Winston-Salem-High Point	August 85	4.2	4.3	6.0	4.7	3.3
Greenville-Spartanburg	June 86	3.5	6.1	5.0	4.5	1.8
Houston	April 86	4.3	3.5	3.9	1.3	2.1
Huntsville	February 86	-	-	-	4.4	6.9
Jackson	January 86	4.7	4.4	-	2.7	1.3
Jacksonville	December 85	4.9	5.1	-	3.4	2.7
Louisville	November 85	4.4	4.1	6.8	3.2	4.0
Memphis	November 85	5.6	5.7	-	3.6	3.0
Miami	October 85	4.8	7.2	—	3.8	1.7
New Orleans	October 85	3.9	5.1	-	2.8	1.6
Norfolk-Virginia Beach-Portsmouth	May 86	4.4	5.6	-	2.9	1.9
Oklahoma City	August 86	4.1	3.0	-	1.8	1.8
Richmond	June 86	4.3	8.0	5.6	3.4	2.5
San Antonio	July 86	4.3	4.4	-	2.2	.3
Washington	March 85	5.4	5.2	-	4.6	2.5
Midwest	January 86	4.5	4.6	4.5	3.6	3.5
Chicago	March 85	4.6	5.7	5.1	3.4	1.7
Cincinnati	July 85	4.4	5.5	4.6	3.5	2.2
Cleveland	September 86	3.1	5.9	3.6	1.5	.4
Columbus	October 85	5.2	5.2	4.6	3.2	2.4
Davenport-Rock Island-Moline	February 86	3.3	3.9	4.1	2.8	3.2
Dayton	December 85	4.0	5.2	5.3	2.4	2.6
Detroit	April 85	4.1	3.6	1.2	3.9	3.0
Gary-Hammond-East Chicago	November 85	-	-	2.3	4.0	-
Green Bay	August 86	-	1.2	-	1.1	1.6
Indianapolis	October 85	4.4	4.4	4.6	3.3	3.6
Kansas City	September 86	2.9	3.4	5.7	3.0	3.4
Milwaukee	May 85	4.5	5.6	4.5	3.1	2.3
Minneapolis-St. Paul	January 86	5.3	4.5	5.0	3.2	2.7
Omaha	October 85	4.2	2.5	-	3.4	2.9
Saginaw	November 84	-	-	-	-	5.0
St. Louis	March 85	3.8	3.6	4.8	3.3	2.5

Table 18. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenanance	Unskilled plant
South Bend	August 86	5.0	4.9	-3.3	3.2	
Toledo	June 86	5.2	3.5	3.7	3.3	2.9
Wichita	April 85	2.5	4.9	1.6	2.6	2.0
West	January 86	4.1	4.5	4.8	2.8	0.1
Anaheim-Santa Ana-Garden Grove	September 86	4.9	5.1	–	2.7	3.2
Billings	July 86	1.7	–	–	–	–
Denver-Boulder	December 85	2.6	3.9	4.2	2.9	.9
Fresno	September 86	5.2	–	–	–	2.6
Los Angeles-Long Beach	October 85	4.5	5.5	6.1	3.3	-1.0
Portland	June 86	4.3	5.5	–	.8	1.5
Sacramento	December 85	4.9	–	–	2.8-	
Salt Lake City-Ogden	November 85	4.2	5.4	–	3.1	2.8
San Diego	December 85	3.9	3.7	3.5	4.2	2.6
San Francisco-Oakland	March 85	4.6	3.3	4.3	3.0	-.1
San Jose	March 85	5.0	4.8	-3.7	1.7	
Seattle-Everett	December 85	.9	2.4	–	2.4	4.0

NOTE: Dashes indicate that data are not adequate for publication.

Calendar of Features

In addition to the information appearing each month. *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceeding 12 issues.

Subject	Issues											
	1985		1986									
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.
Major bargaining settlements in private industry						x	x			x		
State and local government settlements							x				x	
Employment Cost Index quarterly article		x			x			x		x		
Employment Cost Index historical table							x					
Work stoppages in 1985					x							
Other articles	x[1]				x[2]							
Index to wage and benefit changes in preceding year				x								

---

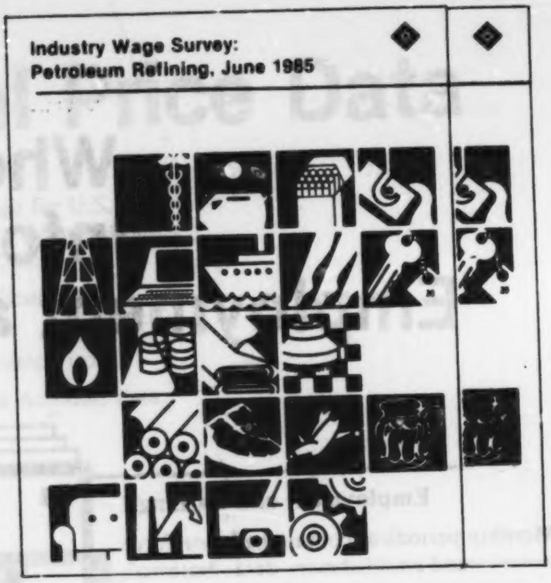
[1] Collective bargaining activity in 1986.

[2] Union membership of employed wage and salary workers.

Now available
from the
Bureau of Labor Statistics

Wage Surveys
for the following industries:

- **Petroleum Refining**
- **Millwork**
- **Certificated Air Carriers**


Industry Wage Survey:
Petroleum Refining, June 1985

Surveys include:

- Results from the latest BLS survey of wages and supplemental benefits.
- Detailed occupational data for the Nation, regions, and selected areas (where available).
- Data useful for wage and salary administration, union contract negotiation, arbitration, and Government policy considerations.

Where to send order:

Bureau of Labor Statistics
Publications Sales Center
P.O. Box 2145
Chicago, Ill. 60690

or

Superintendent of Documents
U.S. Government Printing Office
Washington, D.C. 20402

Order form

Please send:

☐ **Industry Wage Survey: Petroleum Refining, June 1985,** Bulletin 2255, GPO Stock No. 029-001-02892-0, $2.25. Send_____ copies.
☐ **Industry Wage Survey: Millwork, September 1984,** Bulletin 2244, GPO Stock No. 029-001-02858-0, $2. Send_____ copies.
☐ **Industry Wage Survey: Certificated Air Carriers, June 1984,** Bulletin 2241, GPO Stock No. 029-001-02856-3, $2. Send_____ copies.

Total $ __________

☐ Enclosed is a check or money order payable to Superintendent of Documents.
☐ Charge to GPO Deposit Account No. __________
☐ Charge to MasterCard * Account No. __________ Expiration date __________
☐ Charge to VISA * Account No. __________ Expiration date __________

* Acceptable only on orders sent directly to Superintendent of Documents

Name __________
Organization (if applicable) __________
Address __________
City, State, Zip Code __________

Where to Find Information on Employment and Unemployment

Employment and Earnings:

Monthly periodical containing labor force and establishment data. National, State, and area figures on employment, unemployment, hours, and earnings. Order *Employment and Earnings*, $22 a year, $8.50 single copy. Available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Includes text, statistical tables, and technical notes.

Electronic News Release:

Quickest. Accessible electronically immediately at release time through BLS news release service. Write the Office of Publications, Bureau of Labor Statistics, Washington, D.C. 20212, or call (202) 523-1913.

Employment Situation News Release:

Statistical summaries of this national monthly release reach the public about a week after the release date. Write: Inquiries and Correspondence, Bureau of Labor Statistics, Washington, D.C. 20212, or call (202) 523-1221.

Telephone:

Quick summary on 24-hour recorded message. Key numbers, plus other BLS indicators and upcoming release dates. Call (202) 523-9658.

Machine-Readable Form:

Labor force data from the household survey and employment, hours, and earnings data from the establishment survey are available on both computer tape and diskette. For information, write the Office of Publications, Bureau of Labor Statistics, Washington, D.C. 20212, or call (202) 523-1090.

Monthly Labor Review:

Employment and unemployment statistics included in monthly 40-page summary of BLS data and in analytical articles. $16 a year, single copy $4.75. Available from the Superintendent of Documents, U.S. Government Printing Office Washington, D.C. 20402.

BLS International Price Data

Quarterly measures of price change for U.S. imports and exports under various classifications, useful for different types of analysis:

- SITC, a United Nations classification for international comparisons;
- SIC-based, used for industry comparisons;
- End use, for use with National Accounts data.

How to obtain:

Mailing List:

To obtain the quarterly news release, ask to be put on a mailing list. Call Bureau of Labor Statistics, Division of International Prices (202) 272-5020.

Electronic News Release:

Quickest. Accessible electronically immediately at release time through BLS news release service. Write to the Office of Publications, Bureau of Labor Statistics, Washington D.C. 20212, or call (202) 523-1913.

Data Diskettes:

Quarterly import and export price indexes are available on diskettes for the most recent eight quarters. For information, call the Office of Publications, Bureau of Labor Statistics (202) 523-1090.

Monthly Labor Review:

Articles twice a year provide in-depth analyses of import and export price movements and developments in U.S. trade. Subscription available from Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, for $16 a year, $4.75 single copy.

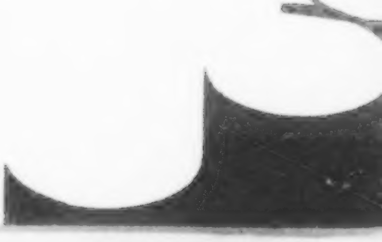
Telephone:

For comparisons of United States, German, and Japanese export price indexes at the detailed product level, call Division of International Prices (202) 272-5027.

U.S. Department of Labor
Bureau of Labor Statistics
Washington, D.C. 20212

Official Business
Penalty for private use, $300

Second-Class Mail
Postage and Fees Paid
U.S. Department of Labor
ISSN 0192-8163

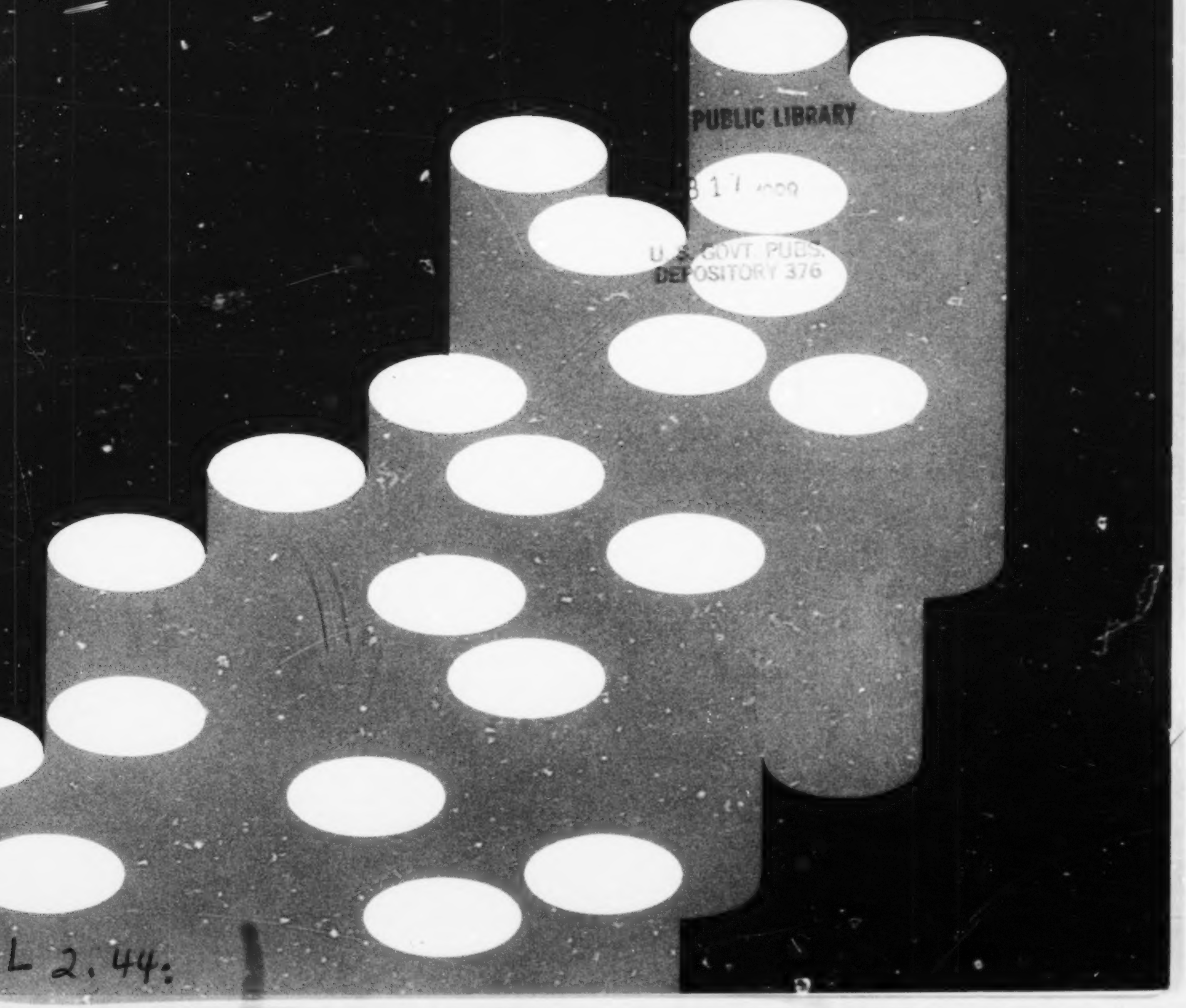


READEX FICHE best copy available

CWD

CURRENT WAGE DEVELOPMENTS

U.S. Department of Labor
Bureau of Labor Statistics



PUBLIC LIBRARY
B 17 [illegible]
U.S. GOVT. PUBS.
DEPOSITORY 376

L 2. 44:

U.S. DEPARTMENT OF LABOR
William E. Brock, Secretary

BUREAU OF LABOR STATISTICS
Janet L. Norwood, Commissioner

Office of Wages and Industrial Relations
George L. Stelluto, Associate Commissioner

Current Wage Developments is a monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. It is prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

This publication is for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price per year $21 domestic; $26.25 foreign. Single copy $2 domestic; $2.50 foreign. Make all checks payable to Superintendent of Documents.

The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through May 30, 1987. Second-class postage paid at Washington, D.C. and at additional mailing offices.

Unless identified as copyrighted, articles and tabulations in this publication are in the public domain and may be reproduced without permission of the Federal Government. Please credit *Current Wage Developments*, Bureau of Labor Statistics.

ISSN 0192-8163

Regional Commissioners for Bureau of Labor Statistics

Region I—Boston: *Anthony J. Ferrara*
1603 John F. Kennedy Federal Building, Government Center,
Boston, Mass. 02203 [redacted]
Phone: (617) 223-6761
Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

Region II—New York: *Samuel M. Ehrenhalt*
1515 Broadway, Suite 3400, New York, N.Y. 10036
Phone: (212) 944-3121
New Jersey
New York
Puerto Rico
Virgin Islands

Region III—Philadelphia: *Alvin I. Margulis*
3535 Market Street
P.O. Box 13309, Philadelphia, Pa. 19101
Phone: (215) 596-1154
Delaware
District of Columbia
Maryland
Pennsylvania
Virginia
West Virginia

Region IV—Atlanta: *Donald M. Cruse*
1371 Peachtree Street, N.E., Atlanta, Ga. 30367
Phone: (404) 347-4418
Alabama
Florida
Georgia
Kentucky
Mississippi
North Carolina
South Carolina
Tennessee

Region V—Chicago: *Lois L. Orr*
9th Floor, Federal Office Building, 230 S. Dearborn Street
Chicago, Ill. 60604
Phone: (312) 353-1880
Illinois
Indiana
Michigan
Minnesota
Ohio
Wisconsin

Region VI—Dallas: *Bryan Richey*
Federal Building, Room 221
525 Griffin Street, Dallas, Texas 75202
Phone: (214) 767-6971
Arkansas
Louisiana
New Mexico
Oklahoma
Texas

Regions VII and VIII—Kansas City: *Gunnar Engen*
911 Walnut Street, Kansas City, Mo. 64106
Phone: (816) 374-2481
VII
Iowa
Kansas
Missouri
Nebraska
VIII
Colorado
Montana
North Dakota
South Dakota
Utah
Wyoming

Regions IX and X—San Francisco: *Sam M. Hirabayashi*
450 Golden Gate Avenue, Box 36017,
San Francisco, Calif. 94102
Phone: (415) 556-4678
IX
American Samoa
Arizona
California
Guam
Hawaii
Nevada
Trust Territory of the Pacific Islands
X
Alaska
Idaho
Oregon
Washington

Current Wage Developments

December 1986
(Includes data through November 1986)
Volume 38 Number 12

Editors: George Ruben, Olivia G. Amiss

In this issue:

Wage Highlights 1

Collective bargaining activity in 1987 2

Selected wage and benefit changes 4

Manufacturing 4

- Food and kindred products 4
- Textile mill products 4
- Paper and allied products 5
- Printing and publishing 5
- Chemicals and allied products 5
- Leather and leather products 5
- Fabricated metal products 5
- Machinery, except electrical 5
- Electrical and electronic equipment 6
- Transportation equipment 7

Nonmanufacturing 8

- Construction 8
- Transportation and public utilities 10
- Wholesale and retail trade 12
- Services 13
- Government 15

Work stoppages 18

Major agreements expiring in January 20

Statistics on compensation changes 21

- Definition of terms 21
- Tables 23

Calendar of features 41

Wage Highlights

Dockworkers talks finally concluded. The most complex and fragmented negotiations in the history of the bargaining relationship between the International Longshoremen's Association (ILA) and Atlantic and Gulf Coast stevedoring firms and shippers was concluded in November. Unlike past bargaining when the ILA negotiated uniform wage terms for Atlantic and Gulf ports, local conditions dictated negotiations on wages and other conditions as well. In the South, where nonunion labor has made substantial inroads, employers argued that they were unable to compete effectively with nonunion firms paying $4.50 to $7 an hour less than the basic $17 ILA wage rate. Economic conditions, including a depressed oil market and reduced grain shipments in the Gulf area, also have complicated labor-management problems.

Although ILA contracts were not scheduled to expire until September 30, the West Gulf Maritime Association and 5,000 workers represented by the ILA reached agreement on wages (previously negotiated on a national basis) and local issues in April. The pact provided for pay cuts of $3 an hour for handling break bulk cargo and $5 an hour for bulk cargo to be effective October 1, 1986. The Guaranteed Annual Income program was eliminated, work crew sizes were reduced, and the formula for paying for work on holidays was made less liberal. The South Atlantic Employers Association and 4,000 ILA members agreed to a similar pact in May, except that the $3 pay cut would apply to both break bulk and bulk cargoes and the Guaranteed Annual Income was reduced rather than eliminated. Other smaller Gulf agreements were patterned after these settlements.

Negotiations for 31,000 ILA dockworkers in East Coast ports began in June. Participants included the New York Shipping Association; the Council of North Atlantic Shipping Associations (CONASA), representing Baltimore, Philadelphia, Hampton Roads, and Providence; and the Boston Shipping Association. Also participating were officials of the Carriers Container Council, an organization representing ship operators who carry containers; and the JSP agency, a unit that administers a fund that insures local longshore benefit plans. In July, CONASA disassociated itself from these talks, apparently concluding that it could best achieve its wage goals through separate negotiations.

A tentative agreement for over 9,000 workers was reached by New York and Boston employers with the ILA in September. The tentative "master" pact provided for a 2-year pay freeze with a $1-an-hour pay hike in the third year and increased employer payments to health and welfare funds and pension funds of 20 cents an hour (from $2.50) and 25 cents (from $3.75), respectively, in the third contract year.

Local issues, however, remained to be resolved. As the September 30 contract expiration approached, the New York Shipping Association and the Boston Shipping Association proposed a 45-day extension of existing agreements but this was rejected. On October 1, longshoremen from Maine to Virginia went on strike. Workers returned to their jobs on October 3 after all employer groups agreed to a 45-day extension to remain in effect until November 17. Two days later, on October 5, the New York Shipping Association reached tentative agreement on local issues.

CONASA reached a tentative master agreement with the ILA in October which provided terms similar to those for New York and Boston except that there was a $1-an-hour pay cut for handling bulk cargo.

In November, a coastwide ratification vote on master agreement terms resulted in approval by workers in New York, Boston, and Hampton Roads. Other Northeast ports later settled on similar terms.

Collective Bargaining Activity in 1987

Contracts covering 3.1 million workers under major collective bargaining agreements are slated to expire or be reopened in 1987. This total represents 35 percent of the 8.8 million employees under major agreements (those covering 1,000 workers or more) in private industry and State and local government. The major collective bargaining series does not include the U.S. Postal Service, which is also scheduled for bargaining in 1987. Scheduled bargaining will cover 2 million private industry workers under 471 major contracts and 1.1 million State and local government workers under 312 contracts.

In private industry, bargaining activity will be comparatively light, involving about 30 percent of the 6.5 million private sector employees under major agreements. The industries with the largest numbers of workers under contracts up for renewal are transportation equipment manufacturing, with 576,000 (including those at Ford Motor Co. and General Motors Corp.), construction, with 377,000, and wholesale and retail trade, with 251,000.

State and local government bargaining in 1987, on the other hand, will involve about one-half of the sector's 2.3 million workers under major agreements. About 813,000 are in local government, with the largest number, 262,000, in New York City. Approximately 302,000 State government workers will be bargaining, including 53,000 in Florida, 49,000 in California, and 40,000 in Hawaii.

During 1987, deferred wage changes from contracts negotiated earlier are scheduled for about 4.1 million of the 8.8 million workers under major agreements. The changes will average 3.7 percent. In private industry, 48 percent of the workers will receive deferred wage changes, which will average 3.4 percent. In State and local government, 42 percent of the workers will receive deferred wage changes, averaging 5.0 percent.

Thirty percent (2.7 million) of all workers under major agreements are covered by cost-of-living adjustment (COLA) clauses. Almost all are in private industry, where COLA coverage applies to 40 percent of the workers. Fifty-seven percent were covered at the end of 1984 and 49 percent at the end of 1985. Only 2 percent of State and local government workers have COLA coverage.

A more detailed account of 1987 bargaining, deferred wage changes, and COLA provisions is scheduled to be published in the January 1987 issue of the *Monthly Labor Review.* The *Bargaining Calendar 1987,* BLS Bulletin 2274, listing all major agreements expiring in 1987 was published in December.

Table 1. Major collective bargaining agreements[1] and those scheduled to expire or with wage reopenings, in 1987, by industry

Industry	Total		1987 expirations and reopenings[2]	
	Number of agreements	Workers covered	Number of agreements	Workers covered
All industries	1,968	8,793	783	3,103
All private industries	1,360	6,539	471	1,988
Manufacturing	511	2,508	156	941
Food and kindred products	63	162	26	62
Apparel and other finished products	32	300	5	65
Electrical machinery equipment and supplies	51	273	12	51
Transportation equipment	75	863	25	576
Other manufacturing industries	290	911	88	186
Nonmanufacturing	849	4,031	315	1,048
Construction	370	1,030	162	377
Transporatation, except railroads and trucking	58	257	20	85
Trucking	14	273	2	75
Utilities, gas and electric	75	273	2	81
Wholesale and retail trade	150	665	55	250
Health services	36	145	14	50
Other nonmanufacturing industries	146	1,418	35	129
State and local government	608	2,253	312	1,115
State government	164	862	69	302
Local government	444	1,391	243	813

[1] Includes all private nonagricultural industries and State and local governments.

[2] Total is less than the sum of the parts because of 6 agreements covering 15,500 workers have both expirations and reopenings.

Table 2. Calendar of major collective bargaining activity,[1] 1987
(Workers in thousands)

Month	Principal industry negotiating in month	Agreement expirations and/or scheduled wage reopenings[2]	
		Number	Workers covered
January	[3]	31	70
February	[3]	33	94
March	Construction	63	136
April	Construction, food stores	62	189
May	Construction	74	198
June	Construction, State and local government	273	952
July	Parcel delivery	47	188
August	Food stores, local government	53	234
September	Automobiles, State and local government	59	740
October	Local government	29	69
November	[3]	17	55
December	Local government	48	194
Total[2]		783	3,103

[1] See footnote 1, table 1.

[2] See footnote 2, table 1.

[3] No single industry accounts for a substantial proportion of workers.

Selected Wage and Benefit Changes

Current provisions of collective bargaining agreements are summarized below. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements.

Coverage generally is limited to actions affecting 1,000 workers or more. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.).

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MANUFACTURING		
FOOD AND KINDRED PRODUCTS		
Keebler Co. Various locations Bakery, Confectionery and Tobacco Workers—2,800	$1,000 lump sum 11/1/86	2-year agreement negotiated 11/1/86 also provided: 50 cents hour wage increase on 11/1/87; $150 week sickness and accident benefit (was $140); $15,000 AD&D insurance (was $11,000); $675 month pension after 25 years service (was $650), and $700 on 11/1/87; 17.5 cents hour 2nd shift and 20 cents 3rd shift premium (were 15 cents and 17.5 cents, respectively); see CWD Nov. 1985.
Hershey Foods, Inc. Hershey, PA Bakery, Confectionery and Tobacco Workers—2,800	35 cents 11/3/86	3-year agreement negotiatated 7/12/86 also provided: 4 percent wage increase on 11/3/87 and 3 percent on 11/3/88; $13,000 life insurance on 11/3/86 (was $11,000); $25 dental deductible eliminated on 11/3/86; for employees with 26-35 years of service, pension benefits increased to $9.75 per month per year of service on 11/3/86 (was $4.75), $14.75 on 11/3/87 and $19.57 on 11/3/88; $200 week sickness and accident benefit on 11/3/86 (was $170); See CWD Nov. 1985.
Campbell Soup Co. Paris, TX United Food and Commercial Workers—1,200	35 cents 12/9/86	Deferred increase negotiated 12/17/85 (CWD Feb. 1986).
George A. Hormel Austin, MN United Food and Commercial Workers—1,000	25 cents 9/1/86	4-year agreement negotiated 9/12/86 also provided: 25 cents wage increase on 9/1/87 and 20 cents on 9/1/88; wage and benefit reopening on 9/1/89; to eliminate two-tier wage scale, employees hired after 1/85 will receive additional 25 cents wage increase in each year of contract; 9th paid holiday; $600 maximum medical deductible (was $800); podiatry coverage added to major medical plan; agreement preceded by 6-month strike; see CWD Dec. 1984.
Winery Employers Assn. Fresno and Modesto, CA Distillery Workers—1,300	50 cents decrease 10/6/86	2½-year agreement negotiated 10/2/86 also provided: 75 cents hour employer payment to pension fund (was $1.15); $100 health and welfare deductible (was $50); health and welfare coinsurance changed from 90/10 to 80/20; settlement preceded by 8-week strike; see CWD Sept. 1985.
California and Hawaiian Sugar Co. Crockett, CA Seafarers—850	$500 lump sum 1/1/87	3-year agreement negotiated 9/9/86 also provided 2 percent wage increases on 6/1/87 and 6/1/88; cost-of-living-adjustment clause continued—adjustment equals rise in excess of 5 percent (maximum 3 percent adjustment); settlement preceded by 8-week strike; see CWD July 1985.
Pineapple Companies of Hawaii Hawaii Longshoremen (ILWU)—5,500	3.5 percent 12/1/86	Deferred increase negotiated 12/1/84 (CWD Feb. 1985); see CWD Dec. 1985.
TEXTILE MILL PRODUCTS		
Textile Dyeing, Printing, and Finishing Companies New York City, PA, and Northern NJ, area Clothing and Textile Workers—2,000	50 cents 10/1/86	1-year agreement negotiated 10/86 also provided: 4 days' annual sick leave (was 3); health benefit levels maintained; $80 year work clothing allowance (was $60); settlement preceded by 4-day strike; see CWD Oct. 1985.

Contiued—Selected wage and benefit changes

Employer, union and number of workers covered	Current general wage increase and effective date	Related information
PAPER AND ALLIED PRODUCTS		
Federal Paper Board Co., Inc. Riegelwood, NC Paperworkers—1,200	$1,000 lump sum payment 9/9/86	3-year agreement negotiated 10/24/86 also provided: 3 percent wage increase on both 9/9/87 and 9/9/88; 16 cents hour 2nd shift differential (was 15 cents); $2,000 per year dental coverage (was $1,500); $375 week disability payment (was $350); see CWD Sept. 1985
Union Camp Corp. Savannah, GA Paperworkers—1,000	No immediate increase	4-year agreement negotiated 10/21/85 also provided: a 2.9 percent increase on 6/1/88 and a 2.6 percent increase on 6/1/89; $19.50 month pension per year of service effective 6/1/86 (was $19), $20.50 effective 6/1/87 and $21 effective 6/1/88; $215 week sickness and accident on on 6/1/86 (was $210) and $220 on 6/1/89; 18 cents hour second and 23 cents third shift differential beginning on 6/1/86 (was 16 and 21 cents); see CWD June 1985.
PRINTING AND PUBLISHING		
Printing Industries of Metropolitan New York, Inc. (Printers League Section New York, NY Typographical Workers—3,000	1 percent 10/1/86	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1986.
Philadelphia Newspaper Inc. Philadelphia, PA Newspaper Guild—1,250	67 cents 12/1/86	Deferred increase negotiated 10/22/85 (CWD Jan. 1986).
CHEMICALS AND ALLIED PRODUCTS		
Hercules Inc., Army Ammunition Plant Radford, VA Oil, Chemical and Atomic Workers—2,600	3 percent 10/7/86	3-year agreement negotiated 10/7/86 also provided: 3 percent wage increases on 10/7/87 and 10/7/88; health and welfare premium cap eliminated on 10/7/86; see CWD Sept. 1985.
LEATHER AND LEATHER PRODUCTS		
Interco-Florsheim Shoe Co. Various locations Clothing and Textile Workers and Food and Commercial Workers—4,000	15 cents 11/1/86	Deferred increase negotiated 10/85 (CWD Nov. 1985).
FABRICATED METAL PRODUCTS		
Martin Marietta Corp., Aerospace Div. Baltimore, MD; Orlando, FL; Denver, CO Automobile Workers—4,800	3 percent 11/12/86	Deferred increase negotiated 11/84 (CWD Feb. 1985); see CWD Aug. 1986
MACHINERY, EXCEPT ELECTRICAL		
Caterpillar Tractor Co. National Automobile Workers—16,600	8 cents 9/1/86	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1986
J. I. Case (former International Harvester plants) Various locations Automobile Workers—1,200	3 percent 12/1/86	Deferred increase negotiated 6/15/85 (CWD Aug. 1985); see CWD Nov. 1986.
Fafnir Bearing Co., Div. of Textron Inc. New Britain, CT Automobile Workers—1,200	15 cents—skilled employees 12/24/86	Deferred increase negotiated 12/24/85 (CWD Feb. 1986).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information

MACHINERY, EXCEPT ELECTRICAL—Continued

Hughes Tool Co., Oil Tool Div. Houston, TX Steelworkers—1,300	34 percent decrease 10/6/86	3-year agreement negotiated 10/5/85 also eliminated 1 week of annual vacation (was maximum of five weeks); eliminated 1 holiday (was 11 per year); eliminated cost-of-living adjustment clause; see CWD Dec. 1986.
Cameron Iron Works, Inc. Houston, TX Various unions—950	15 cents 9/1/86	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1986.
Lufkin Industries Inc. Lufkin, TX Various unions—1,000	See next column 10/5/86	2-year agreement negotiated 10/5/86 provided: $14.50 month pension per year of service on 10/5/86 (was $14) and $15 on 10/5/87; see CWD Jan. 1986.
Timken Co. Canton, Columbus and Wooster, OH Steelworkers—5,500	45 cents decrease 10/12/86	3-year agreement negotiated 10/14/86 also provided: 15 cents general wage increase on 10/11/87, 10/11/88 and 10/11/89; quarterly cost-of-living adjustment clause continued beginning 12/1/87 based on 1 cent for every 0.3-point change in BLS-CPI-W (1967=100); see CWD June 1986.
Outboard Marine Corp., Johnson Outboard Div. Waukegan, IL Independent Marine and Machinists' Assn. (Ind.)—875	See next column 11/8/86	3-year agreement negotiated 11/10/86 provided: 2 percent wage increases on 11/10/87 and 11/10/88; 7 percent pension increase in first year; 5 weeks' maximum annual vacation (was 6); 38 holidays over life of contract (was 40); cost-of-living adjustment clause eliminated; see CWD July 1986.
Caterpillar Tractor Co. Joliet, IL Machinists—2,400	5 cents 11/1/86	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1986.
Tecumseh Products Co. Tecumseh, MI United Products Workers—1,750	10 cents 12/1/86	Deferred increase negotiated 4/25/84 (CWD June 1984); see CWD June 1986.

ELECTRICAL AND ELECTRONIC EQUIPMENT

RCA Corp. Various locations Electrical Workers (IBEW))—9,500 Electronic Workers—5,000	3 percent 12/1/86	Deferred increase negotiated 12/3/85 (CWD Jan. 1986).
New York Lamp and Shade Manufacturers Assn. New York, NY Electrical Workers (IBEW)—1,200	40 cents 12/16/86	Deferred increase negotiated 1/21/86 CWD Mar. 86).
Bendix Corp., Division of Amphenol, Inc. Sidney, NY Machinists—1,500	4 percent 11/1/86	3-year agreement negotiated 11/1/86 also provided 3 percent general wage increase on 11/1/87 and 11/1/88; $16.50 month pension per year of service (was $14.50) and $17 on 11/1/87; continued quarterly cost-of-living adjustment clause based on 1 cent for every 0.4-point change in BLS-CPI-W (1967=100) with 16 cents annual cap; see CWD Oct. 1986.
Whirpool Corp. Fort Smith, AR Allied Industrial Workers—3,800	12 cents 9/9/86	3-year agreement negotiated 9/9/86 also provided: 8 cents wage increase on both 9/9/87 and 9/9/88; semiannual cost-of-living-adjustment clause continued based on 1-cent increase for each 0.4-point change in BLS-CPI-W (1967=100); "flex-choice" benefit package established providing $660 annual allocation among different medical plans and $20,000 life insurance per employee; see CWD Apr. 1986.
Magic Chef Inc., Norge Div. Herrin, IL Machinists—970	10 cents 12/1/86	Deferred increase negotiated 5/26/84 (CWD July 1984); see CWD June 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
Hughes Helicopter Corp. Los Angeles, CA Carpenters and Joiners—1,550	6 cents 10/15/86	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1986.
TRANSPORTATION EQUIPMENT		
The Lockhead Corp., Lockheed-Georgia Co. Marietta, GA; Clarksburg, WV; Charleston, SC; and Meridian, MS Machinists—10,000	See next column 10/2/86	3-year agreement negotiated 10/86 provided: 40 cents prepaid COLA; 76 cents of current rates COLA folded into base rates; 12/12/86 lump-sum payment equal to 12 percent of employee's total earnings during preceding 12 months and 12/11/87 and 12/16/88 payments equal to 5 percent of earnings during preceding 12 months; cost-of-living adjustment formula continued to provide 1 cent for each 0.3-point movement in the BLS-CPI beginning 1/3/87 and quarterly thereafter through 7/1/89; improved group insurance and medical benefits; $10,000 (was $7,500) basic life insurance; $275,000 (was $250,000) maximum early retiree medical plan benefit; improved dental coverage; mail-order prescription drug program providing 90 percent coverage; $25 month pension per year of past and future credited service (was $20 and $24); improved savings plan; see CWD Aug. 1986.
Lockheed Corp., Lockheed-California Co. Burbank, Palmdale, Los Angeles and Van Nuys, CA Machinists—10.000	See next column 10/86	3-year agreement negotiated 10/86 provided terms generally similar to Lockheed-Georgia Co. listed above: see CWD Aug. 1986.
Avco Corp., Lycoming Div. Stratford, CT Automobile Workers—2,550	7 cents 11/86	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1986.
Westinghouse Air Brake Div of American Standard, Inc. Wilmerding and Swissvale, PA Electrical Workers (UE-I)—2,800	5 cents 11/86	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1986.
General Dynamics Corp., Fort Worth Div. Forth Worth, TX Machinists—6,400	6 cents 11/86	Automatic quarterly cost-of-living adjustment; see CWD June 1986.
General Dynamics Corp., Data Systems Div. Forth Worth, TX Office and Professional Employees—1,500	3 percent 12/1/86	Deferred increase negotiated 12/84 (CWD Feb. 1985); previously received 6 cents automatic quarterly cost-of-living adjustment in 11/86; see CWD June 1986.
Dana Corp, Weatherhead Div Ohio and Indiana Automobile Workers—1,200	3 cents 10/86	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1986.
Goodyear Aerospace Corp Akron, OH Automobile Workers—1,450	3 cents 11/86	Automatic quarterly cost-of-living adjustment; see CWD June 1986.
Dana Corp. Fort Wayne, TX Allied Industrial Workers—1,650	8 cents 11/86	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1986.
A.O. Smith Corp. Milwuakee, WI. Smith Steel Workers (Ind.)—4,000	7 cents 11/87	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
McDonnell Douglas Corp. St. Louis, MO Machinists—9,600	7 cents 11/86	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1986.
Todd Shipyards Corp. San Pedro, CA Marine and Shipbuilding—1,700	No change 7/28/86	3-year agreement ratified 7/28/86 provided: wages frozen at $13.48 over contract term; $1.40 of current COLA put into severance plan along with future quarterly adjustments beginning 10/28/86 through 4/28/89; revised schedule of wages for new hires; eliminated unpaid holidays; added Martin Luther King Jr's birthday as a paid holiday; improved vacation; $1.22 (was $1.02) hour pension contribution on 7/28/87, going to $1.42 on 7/28/88; effective 12/1/86 company agreed to set up a Health Maintenance Organization; $1,000 orthodontia benefit; see CWD July 1984.
MISCELLANEOUS MANUFACTURING		
BIC Pen Corp. Milford, CT Rubber Workers—950	6 percent 12/1/86	Deferred increase negotiated 12/1/84 (CWD Feb. 1985); see CWD Dec. 1985.
Armstrong World Industries Lancaster, PA Rubber Workers—1,600	3 percent 11/3/86	3-year agreement negotiated 11/2/86 also provided: 3 percent wage increase on both 11/3/87 and 11/3/88; $40,000 maximum life insurance (was $30,000); 26 cents and 30 cents 2nd and 3rd shift differentials (were 24 and 28 cents); $15-20 month pension per year of service (was flat $15); 11 percent increase in sickness and accident benefit; see CWD Jan. 1986.
NONMANUFACTURING		
CONSTRUCTION		
Northeastern States Area Agreement National Boilermaker—940	See next column 10/1/86	3-year agreement negotiated 10/16/86 provided: no wage increase for workers in Vermont, Maine and New Hampshire, increases of 20 cents, 50 cents and 50 cents for workers in Massachusetts, Rhode Island, New York and Connecticut effective 10/1/86, 10/1/87 and 10/1/88, respectively; 45 cents hour to establish annuity fund; see CWD Jan. 1985.
Southeastern States Area Agreement FL, GA, AL, NC, SC, TN, and MS Boilermakers—7,000	See next column 11/1/86	In 11/86, contract was automatically extended by one year because neither party used the option to reopen for negotiations; see CWD Feb. 1986.
Associated General Contractors of Massachusetts, Inc.; and Building Trades Employers Assn. of Boston and Eastern Massachusetts, Inc. (building agreement) Massachusetts Laborers—6,000	25 cents 12/1/86	Deferred increase negotiated 6/13/86 (CWD Aug. 1985); see CWD June 1986.
Construction Industries of Massachusetts; Building Trades Employers Assn. of Boston and Eastern Massachusetts, Inc., and others Massachusetts Operating Engineers—3,000	50 cents 12/1/86	Deferred increase negotiated 6/10/86 (CWD July 1985); see CWD Dec. 1985.
Construction Industries of Massachusetts, Inc., Labor Relations Div. (heavy and highway) Massachusetts Laborers—4,000	25 cents 12/1/86	Deferred increase negotiated 6/13/85 (CWD Aug. 1985); see CWD June 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of Massachusetts, Inc. and others Eastern Massachusetts, excluding Boston Carpenters and Joiners—4,200	3 cents decrease to 40 cents increase 12/1/86	Deferred change negotiated 6/86 (CWD Aug. 1986).
Mechanical Contractors Assn. (steamfitters) New York, NY Plumbers—3,300	$1.00 12/31/86	Deferred increase negotiated 6/24/84 (CWD Aug. 1984); see CWD June 1986.
Building Trades Employers Assn. of Westchester and Putnam Counties, Inc. and independent companies Westchester and Putnam counties, NY Laborers—1,100	$1.00 12/1/86	Deferred increase negotiated 4/30/86 (CWD June 1985); see CWD May 1986.
Construction Employers of Hudson Valley, Inc. (building agreement) Newburgh, NY, area Carpenters and Joiners—900	40 cents 12/1/86	Deferred increase negotiated 6/1/84 (CWD July 1984); see CWD June 1986.
Constructors' Labor Council of West Virginia, Inc. West Virginia Various Unions—7,000	24-57 cents 12/16/86	Deferred increase negotiated 9/85 (CWD Nov. 1985).
National Electrical Contractors Assn. North Central Texas and Southern Oklahoma Electrical Workers (IBEW)—1,300	No wage change 6/1/86	2-year agreement negotiated 11/3/86 provided $1.40 hour to health and welfare fund (was $1); see CWD Oct. 1984.
Building Contractors Assn. Indianapolis, IN Carpenters—1,600	30 cents 12/1/86	Deferred increase negotiated 8/15/85 (CWD Oct. 1985); see CWD June 1986.
Sheet Metal Contractors Association Chicago, IL Sheet Metal Workers—4,000	25 cents 12/1/86	Deferred increase negotiated 6/30/86 (CWD Aug. 1986).
Mid-America Regional Bargaining Assn. and independent companies Chicago, Il Bricklayers—5,000	50 cents 12/1/86	Deferred increase under a 2-year agreement negotiated 6/19/86 which also provided: 50 cents wage increase on 6/1/86 and $1 increase on 6/1/87; see CWD Jan. 1985.
Quad City Builders Assn. Rock Island, IL, area Laborers	25 cents 11/1/86	6-month agreement negotiated 11/3/86; no other wage and benefit changes; see CWD July 1985.
Associated Underground Contractors, Inc. Michigan Laborers—2,500	44 cents 9/29/86	3-year agreement negotiated 9/29/86 also provided: 61 cents wage increase on 9/1/87 and 3.5 percent on 9/1/88; with distribution between wages and benefits to be determined later; $1.60 hour to vacation fund (was $1.55) increasing to $1.65 on 9/1/87; $1.15 hour to health insurance (was $1); $1.60 hour to pension fund (was $1.55) increasing to $1.65 on 9/1/87; see CWD Sept. 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
National Electrical Contractors Assn. Southeastern Michigan Electrical Workers (IBEW)—3,000	20 cents 12/3/86	Deferred increase negotiated 4/84 (CWD Aug. 1984); see CWD June 1986.
Allied Construction Employers Assn., Inc.; Eastern Wisconsin Erectors Assn. Eastern Wisconsin Iron Workers—900	23 cents 12/1/86	Deferred increase negotiated 5/26/84 (CWD Aug. 1984); see CWD June 1986.
Allied Construction Employers Assn., Inc. and independent contractors Milwaukee, WI Carpenters and Joiners—2,200	1 percent 12/1/86	Deferred increase negotiated 6/3/84 (CWD July 1984); see CWD June 1986.
Allied Construction Employers Assn., Inc., and independent contractors Milwaukee, WI, area Laborers—1,500	1 percent 12/1/86	Deferred increase negotiated 6/2/84 (CWD July 1984); see CWD June 1986.
Allied Construction Employers Assn., Inc. Milwaukee, WI Bricklayers—900	20 cents 12/1/86	Deferred increase negotiated 6/5/84 (CWD Aug. 1984); see CWD June 1986.
Independent Contractors (formerly Associated General Contractors and Independent Companies) Minnesota Carpenters and Joiners—2,000	50 cents 5/1/86	3-year agreement negotiated 7/15/86 also provided 50 cents increases on 5/1/87 and 5/1/88, with distribution between wages and benefits to be determined later; $1.75 hour to pension fund (was $1.50); see CWD May 1984.
Painting and Decorating Contractors Assn. St. Louis, MO Painters—2,200	75 cents 12/1/86	Deferred increase negotiated 12/23/85 (CWD Apr. 1986).
National Electrical Contractors Assn., Puget Sound Chapter Seattle, WA, area Electrical Workers (IBEW)—1,300	25 cents 12/1/86	Deferred increase negotiated 7/30/86 (CWD Oct. 1986).
National Elecrical Contractors Assn. San Diego and Imperial counties, CA Electrical Workers (IBEW)—1,800	52 cents 10/1/86	20-month agreement negotiated 10/15/86 also provided: 35 cents wage increase on 8/1/87; cost-of-living clause discontinued; see CWD July 1986.
Associated General Contractors of America, Inc. Alaska Operating Engineers—5,500	No wage change 7/1/86	2-year agreement negotiated 11/3/86 eliminated industry promotion fund (was 5 cents); see CWD Oct. 1984.
TRANSPORTATION AND PUBLIC UTILITIES		
Class I Railroads National Maintenance of Way Employees—53,100	See next column 12/1/85	31 month agreement negotiated 10/86 provided: pay increases applied to base pay (exclusive of cost-of-living allowance) of 1.55 percent retroactive to 12/1/85, 2.25 percent 12/1/86 and 2.25 percent 12/1/87; lump sum payments of $565 upon ratification (within 60 days), $450 mid-12/86, $535 mid-12/87 and $283 mid 6/88 (amounts prorated for employees not working required hours); new hire rates of 75 percent of job rate during 1st year, and increasing 5 percentage points each succeeding year until job rate

Continued—Selected wage and benefit changes

TRANSPORTATION AND PUBLIC UTILITIES—Continued

Employer, Union, and number of workers covered	Current general wage increase and effective date	Related information
		reached; continued cost-of-living allowance providing 1 cent for each 0.3-point change in BLS-CPI-W (1967=100) to extent that calculated amount exceeds amounts of specified pay increases and subject to 4 percent semiannual maximum and 8 percent annual maximum and 8 percent annual maximum; and increased away-from-home expenses; see CWD Feb. 1984.
Conrail National Maintenance of Ways Employees—9,500	See next column 12/1/85	31 -month agreement negotiated 10/86 provided: terms similar to those for Class I Railroads and Brotherhood of Maintenance of Way Employees listed above; see CWD Feb. 1984.
Amtrak National Service Workers Council (BRASC, TWU, and HERE)—2,150	See next column 12/1/86	31-month agreement negotiated 4/86 followed terms of agreement reached between Class I Railroads and Clerks (BRASC) in 4/86 providing: general pay increases of 2 percent retroactive to 12/1/85, 2.25 percent 12/1/86, and 2.25 percent 12/1/87 applied to base rates (exclusive of any cost-of-living allowance in effect); lump-sum payments of $565 upon agreement, $335 in mid-December 1986, $423 in mid-December 1987, and $217 in mid-June 1988 (employees who do not work sufficient hours to qualify for full lump sum to receive prorated payments); continued semiannual cost-of-living adjustment clause providing 1 cent for each 0.3-point change in the BLS-CPI-W (1967=100), but only after calculated amount exceeds amounts of specified wage increases and subject to maximums of 4 percent semiannually and 8 percent annually; and new starting rate of 75 percent for new hires, increasing by 5 percentage points for each year of active service; see CWD Feb. 1984.
Class I Railroads National Signalmen—7,700	2.25 percent 12/1/86	Deferred increase applied to base rates negotiated 9/86 (CWD Oct. 1986); workers were also scheduled to receive lump sum increase of $375 in mid-Dec. 1986; see CWD Oct. 1986.
Conrail National Signalmen—1,550	See next column 12/1/86	Deferred increases same as for Class I Railroads and Signalmen (see above listing); see CWD Oct. 1986.
Class I Railroads National Clerks (BRASC)—66,600	2.25 percent for most workers 12/1/86	Deferred increase applied to base rates negotiated 4/86 (CWD July 1986); workers also were scheduled to receive lump sum payments of $820, $875, and $335 for service workers, intermodal employees, and other employees, respectively in mid-December 1986; see CWD July 1986.
Conrail National Clerks (BRASC)—9,600	See next column 12/1/86	Deferred increases negotiated 4/86 (CWD July 1986) same as those for Class I Railroads and Clerks (see above listing; see CWD July 1986.
Amtrak National Clerks (BRASC)—5,200	See next column 12/1/86	Deferred increases negotiated 4/86 (CWD Sept. 1986) same as those for Class I Railroads and Clerks (see above listing); see CWD Sept. 1986.
Class I Railroads National Sheet Metal Workers—.4,200	2.25 percent 12/1/86	Deferred increase negotiated 8/86 (CWD Oct. 1986); workers also were scheduled to receive lump sum payments of $825 and $346 for helpers and apprentices and for journeymen, respectively, in mid-Dec. 1986; see CWD Oct. 1986.
Private Sanitation Industry New York City, NY area Teamster (Ind.)—1,650	$30 week 12/86	Deferred increase negotiated 12/84 (CWD Jan. 1985); see CWD Dec. 1985.
Brooklyn Union Gas Co. Brooklyn and Queens, NY Transport Workers	See next column 10/15/16	3-year agreement ratified 11/6/86 provided: 4 percent general wage increase (retroactive to) 10/15/86, 10/87 and 10/88; choice of medical plans; settlement preceded by 12-week work stoppage; see CWD July1985.
Atlantic City Electric Co. (physical employees) Southern New Jersey Electrical Workers (IBEW)—1,000	4.8 percent 12/15/86	Deferred increase negotiated 12/19/85 (CWD Feb. 1986).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Steamship Trade Assn. of Baltimore Baltimore, MD Longshoremen (ILA)—2,700	See next column 10/1/86	3-year agreement negotiated 11/86 provided $1 hour decrease in pay when handling grain and ore cargoes 10/1/86 and $1 hour increase in rate for handling other cargoes 10/1/88; new hire rate of $14 hour established 10/1/86, going to $15 10/1/88; 1,700 (was 1,900) hours Guaranteed Annual Income, going to 1,600 hours 10/1/88 (remained 1,100 hours for those eligible for same and no GAI for those hired on or after 10/1/83); some reductions in crew sizes; and $4 (was $3.75) and $2.70 (was $2.50) hour employer payments to health and welfare and to pension funds, respectively, 10/1/88; settlement preceded by 3-day strike; see CWD Nov. 1985.
Hampton Roads Shipping Assn. Hampton Roads, VA Longshoremen (ILA)—2,000	See next column 10/1/86	3-year agreement negotiated 11/86 provided: $1 hour decrease in pay when handling grain and ore cargoes 10/1/86 and $1 hour increase in rate for handling other cargoes 10/1/88; new hire rate of $14 hour established 10/1/86, going to $15 10/1/88; some reduction in crew sizes; $4 (was $3.75) and $2.70 (was $2.50) hour employer payments to health and welfare and to pension funds, respectively, 10/1/88; settlement preceded by 3-day strike; see CWD Nov. 1985.
Southeast Florida Employers Assn. Florida Longshoremen (ILA)—1,100	See next column 10/1/86	3-year agreement negotiated 10/1/86 provided: $1 hour pay increase 10/1/88 when working continers on fully automated ships and $3 hour decrease in pay 10/1/86 when working break bulk and bulk cargoes (decrease also applies to containers on break bulk ships); reductions in gang sizes; revised method for calculating pay for work on holiday; and 45 cents hour increase in combined health and welfare, pension, holiday, and vacation fund 10/1/88; see CWD Nov. 1985.
Florida Power Corp. St. Petersburg, FL, area Electrical Workers (IBEW)—2,250	4.2 percent 12/86	Deferred increase negotiated 5/14/86 (CWD Aug. 1986.
Georgia Power Co. Georgia Electrical Workers (IBEW)—6,000	See next column 7/1/86	3.5 percent general wage increase plus increases in existing bonuses of $5 to $15 a month depending on job classifications ratified 11/5/86 and retroactive to 7/1/86 under reopening provision of contact scheduled to expire 6/30/87; see CWD Oct. 1985.
New Orleans Steamship Assn. New Orleans, LA Longshoremen (ILA)—2,000	See next column 10/15/86	3-year agreement negotiated 10/14/86 provided: no change in pay 1st two contract years and $1 hour increase 10/1/88 when handling containers on fully automated container ships, $3 decrease when handling break bulk or general cargo (including containers on break bulk ships) 10/15/86, and $5 decrease when handling bulk cargoes 10/15/86; and reduction in gang sizes; see CWD Nov. 1985.
Michigan Consolidated Gas Co. Michigan Service Employees—1,000	40 cents 12/86	Deferred increase negotiated 12/15/85 (CWD Jan. 1986); see CWD May 1986.
Milwaukee Transport Services, Inc. Milwaukee, WI Amalgamated Transit Union—1,500	3 cents 10/1/86	Automatic quarterly cost-of-living adjustment; see CWD June 1986.
Southern California Edison Co. Rosemead, CA Electrical Workers (IBEW)—5,800	See next column 11/1/86	4½ percent wage increase retroactive to 11/1/86 implemented through impasse procedure under wage and benefit reopening provision of contract scheduled to expire 12/31/86; see CWD Jan. 1985.
WHOLESALE AND RETAIL TRADE		
A&P Tea Co. MA, CT, VT, and NH United Food and Commercial Workers—1,500	$15-20 week—full time, 20 cents hour—part-time 12/28/86	Deferred increase negotiated 11/10/85 (CWD Dec. 1985); see CWD June 1986.
Food Mart/Waldbaums Massachusetts and Connecticut United Food and Commercial Workers—3,100	$20 week—full time employees, 20 cents hour part-time 12/15/86	Deferred increase negotiated 6/16/85 (CWD July 1985); see CWD June 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE—Continued		
Greater New York Food Employers Labor Relations Council New York, NY United Food and Commercial Workers 4,000	See next column 10/12/86	3-year agreement negotiated 10/86 provided $30 week meat department heads, $25 week butchers and apprentice meat cutters, $20 week meat wrappers, deli and seafood department heads and clerks, 30 cents hour part-time; 10 cents hour part-time 4/12/87; $15 week full-time to the above classifications and 20 cents hour part-time 10/11/87; $20 week full-time, 20 cents hour part-time 4/10/88; $15 week meat department heads, butchers and apprentice meat cutters, $10 other full time and 20 cents hour part-time 10/9/88; $15 week full-time and 25 cents hour part-time 4/9/89; $240 month employer payment into pension fund (was $203) to finance benefit of $23.33 (was $20) month for each year of credited service effective 1/1/89; $230 month maximum employer payment to health and welfare fund (was $199.50); $500,000 lifetime major medical insurance (was $150,000); Sunday work premium reduced to double time (was two-and-one-half times straight time pay); guaranteed 2.5 hours overtime per week abolished; see CWD Mar. 1986.
Chain and Independent Food Stores New York, NY United Food and Commercial Workers—12,000	17.5 cents (average) 12/21/86	Deferred increase negotiated 7/2/85 (CWD Sept. 1985); see CWD June 1986.
Shop-Rite, Pathmark, Grand Union, and Foodtown Stores Northern New Jersey United Food and Commercial Workers—21,000	12.5 cents 12/1/86	Deferred increase negotiated 5/8/84 (CWD July 1984); see CWD Apr. 1986.
Acme Markets, Inc. Wilkes-Barre and Northeastern PA United Food and Commercial Workers—2,400	25 cents 12/1/86	Deferred increase negotiated 7/15/86 for workers in progression schedule (CWD Sept. 1986).
A&P Food Stores Baltimore, MD United Food and Commercial Workers—2,000	20 cents for workers hired before 12/83, 40 cents to others 9/14/86	3-year agreement negotiated 10/5/86 also provided: lump sum payments between $175-$500 on each of the following dates to employees hired prior to 12/83: 3/15/87, 9/13/87, 3/13/88, 9/11/88 and 3/12/89; 40 cents pay increases to employees hired after 12/83 on 9/14/87 and 9/14/88; $20-32 month (was $16-20) pension for each year of service; see CWD Mar. 1986.
Kroger Stores (meat department) Atlanta, GA United Food and Commercial Workers—1,800	10-20 cents 12/1/86	Deferred increase negotiated 9/9/84 (CWD Oct. 1984); see CWD Dec. 1985.
Chain and independent food stores Spokane, WA United Food and Commercial Workers—1,500	See next column 11/30/86	Deferred increase negotiated in 12/84: 15 cents - all purpose clerk (journeyperson), 3 cents helper clerk-grocery, 11 cents head sales clerk and journeyperson bakery classifications, and 11 cents journeyperson delicatessen and general merchandise classifications.
SERVICES		
Greater Boston Hotel and Motor Inn Assn. Boston, MA Hotel Employees and Restaurant Employees—3,400	20 cents 12/1/86	Deferred increase negotiated 12/85 (CWD Jan. 1986).
Yale University (service and maintenance employees) New Haven, CT Hotel Employees and Restaurant Employees (Fed. of University Employees—1,000	3 cents 10/86	Automatic quarterly cost-of-living adjustment; see CWD Mar. 1986.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
League of Volunatary Hospitals and Homes of New York New York, NY, area Retail, Wholesale, and Department Store Union—40,000	4 percent 11/1/86	3-year agreement ratified 10/31/86 and retroactive to 7/1/86 also provided: 4 percent non-compounded effective 7/1/87 and 5 percent non-compounded 7/1/88; two $1,000 lump-sum payments payable 12/86 and 3/87 to make up for 5 percent wage increase agreed to under previous contract but never implemented; hospitals' pension contribution reduced to 7 percent of base pay (was 8 percent of gross pay); current retirees' pension benefit increased by 10 percent retroactive to 1/1/85 and payable in a lump sum, and future retirees' benefits increased by 10 percent; see CWD July 1985.
Catholic Archdiocese Hospitals of N.Y. (St. Vincent's Hospital, Terrence Cardinal Cooke Health Center, St. Claire's Hospital and Cabrini Medical Center) New York NY Retail, Wholesale, and Department Store Union—4,000	5 percent 10/29/86	3-year agreement negotiated 10/86 also provided: 4 percent noncompounded effective both 7/1/87 and 7/1/88; other terms similar to League of Voluntary Hospitals and Homes settlement listed above; first listing.
New York Association of Voluntary Nursing Homes New York, NY Retail, Wholesale, and Department Store Union—5,000	4 percent 11/1/86	3-year agreement negotiated 10/86 also provided: terms identical (but under a separate contract) to those of "League of Voluntary Hospitals and Homes" listed above; first listing
Beth Israel Medical Center of NY New York, NY Retail, Wholesale, and Department Store Union—2,500	5 percent 10/29/86	3-year agreement negotiated 10/86 also provided: terms similar to those of "Roman Catholic Archdiocese Hospitals of NY" settlement listed above; first listing.
Montefiore Medical Center New York, NY New York State Nurses Assn—2,000	4 percent retroactive to 2/12/86	3-year arbitration award rendered 9/18/86 also provided: 4 percent effective both 2/12/87 and 2/12/88; 6 months probationary period for new hires (was 60 working days), workers with no experience receive $40 week less than top rate rate during the probationary period while those with experience receive $20 less; see CWD June 1985.
League of New York Theatres and Producers (production contract) National (Broadway and Touring Shows) Actors Equity—33,000	See next column 6/30/86	3-year agreement negotiated 10/15/86 provided no wage change; 5.5 percent (average) on 6/30/88 (minimum salary for actors rises to $740 from $700 in 2d year and to $775 3d year); annual cost-of-living adjustments 6/30/87 and 6/30/88 equal to May to May rise in CPI-W for New York-New Jersey area in excess of 6 percent (was 8 percent) with 4 percent limit on adjustment (unchanged) in 2d year, changing to 7 percent and 3 percent respectively, in 3d year; $21.50 hour (was $20) overtime rate, effective 2d year, increasing to $23.00 hour in 3d year; see CWD June 1985.
Presbyterian Hospital (registered nurses) New York, NY New York State Nurses Associtio—1,400	4 percent 12/1/86	Deferred increase negotiated 1/23/86 (CWD Mar. 1986).
New York City Laundry Operators New York, NY Clothing and Textile Workers—5,000	$10 week—inside workers; $20 a week—drivers 12/1/86	Deferred increase negotiated 11/84 (CWD Feb. 1985); see CWD Dec. 1985.
Hotel Assn. of Washington, DC Washington, DC Hotel Employees and Restaurant Employees—5,000	5 percent 10/1/86	3-year agreement negotiated 10/6/86 also provided: 5 percent increases on both 10/1/87 and 10/1/88; 75 percent of top job rate for new hires during 1st 6 months service (was 85 percent for 30 days); 25 cents hour (was 20) night shift differential; $135 week (was $125) sickness and accident benefit, increasing to $145 in 2d and to $155 in 3d year; $3,000 (was $2,000) life insurance; 24 (was 18) sick days maximum accumulation, increasing to 27 days in 3d year.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
SERVICES—Continued		
Washington Hospital Center (registered nurses Washington, DC District of Columbia Nurses Assn.—1,200	3 percent 12/15/86	Deferred increase negotiated 7/26/86 (CWD Aug. 1986).
Youngstown Hospital Assn. (technical agreement) Youngstown, OH Service Employees—1,300	3.5 percent 12/1/86	Deferred increase negotiated 11/85 (CWD Jan. 1986).
Santa Clara Valley Maintenance Contractor Assn. Santa Clara Valley, CA Service Employees—1,500	20 cents 12/1/86	Deferred increase negotiated 12/84 (CWD Apr. 1985); see CWD Dec. 1985.
Council of Hawaii Hotels (sometimes referred to as "neighbor islands agreement") Hawaii Longshorement (ILWU)—7,000	2.5 percent for non-tipped workers at 2 hotels 12/1/86	Deferred increase negotiated 6/15/84 (CWD Aug. 1984); see CWD June 1986.
GOVERNMENT		
State instutional services (general) Maine State, County and Municipal Employees—1,400	4 percent retroactive to 7/1/86	1-year agreement negotiated 10/86: see CWD Jan. 1986.
State workers (paraprofessional health care employees) Connecticut Various—5,700	5 percent 7/1/86	3-year agreement negotiated 6/20/86 also provided: 5 percent effective 7/1/87 and 4 percent 7/1/88; 55 cents hour shift differential for staff nurses, clinical nurses and head nurses (was 44 cents) and 60 cents shift differential for nurse supervisors and nurse clinical instructors (was 49 cents); first listing.
Transit (subway and surface supervisors) New York City Subway Surface Supervisors Assn. (Ind.)—3,600	5 percent retroactive to 6/1/85	34-month agreement negotiated 7/86 also provided: 6 percent wage increases on 6/1/86 and 6/1/87; extended health insurance coverage for dependents until age 23; first listing.
City employees (general) Oyster Bay, NY State, County, and Municipal Employees—1,150	6.25 percent 12/31/87	Deferred increase negotiated 4/18/86 (CWD June 1986).
State colleges (teachers) New Jersey American Federation of Teachers—3,200	6 percent 9/1/86 9-month teachers) 10/1/86 (12-month teachers)	3-year agreement negotiated 9/86 also provided: 5 percent wage increases on 9/1/87 (9-month teachers) 10/1/87 (12-month teachers) and again on 9/1/88 (9-month teachers) and on 10/1/88 (12-month teachers); increase in merit pool pay during each year of the contract; effective 7/1/86, $10 increase in employer payment to optical insurance; first listing.
County employees (blue and white collar Camden County, NJ Camden New Jersey Civil Service Association (Ind.)—1,500	4 percent retroactive to 1/1/86	3-year agreement negotiated 10/7/86 also provided: 6 percent wage increase on 1/1/87, 5 percent on 1/1/88 and 1 percent on 7/1/88; salary schedule restructuring on 1/1/87; first listing.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
GOVERNMENT—Continued		
Middlesex County roads and parks (blue and white collar employees) New Brunswick, NJ New Jersey Civil Service Associations (Ind.)—1,200	3.5 percent 12/21/86	Deferred increase negotiated 6/21/85 (CWD Jan. 1986); see CWD June 1986.
Water and Sewer Authority Dade County Florida State, County and Municipal Employees—1,150	4 percent 10/1/86	3-year agreement negotiated 10/86 also provided: 4 percent wage increase effective 10/1/87; established drug testing for reasonable cause; see CWD July 1985.
Transit Authority (operators) Dade County, FL Transport Workers Union—1,150	4 percent 10/1/86	3-year agreement negotiated 10/86 also provided: 4 percent wage increase effective 10/1/87; employees hired after 10/1/86 will receive a lower entry rate and will progress to top starting rate after 6 months; 40 hour guaranteed work week (was 43); employees hired after 10/1/86 will receive 80 percent longterm diability pay (current employees receive 100 percent), established drug testing for reasonable cause; see CWD July 1985.
Nurses Dade County, Fl Nurses Association (Ind.)—1,000	4 percent 10/1/86	3-year agreement negotiated 10/86 also provided: 4 percent wage increase effective 10/1/87; established drug testing for reasonable cause; see CWD July 1985.
Teachers Pensacola, FL National Education Association (Ind.)—2,500	7.6 percent retroactive to 7/1/86	In 10/86, under a scheduled wage and benefit reopening of a 3-year agreement scheduled to expire on 6/30/87, the parties modified the agreement as follows: established a troubled employee assistance program and Supplemental Labor Management Committee to review teacher pay; see CWD Nov. 1985.
Police Jacksonville, FL Fraternal Order of Police (Ind.)—900	3 percent 10/1/86	3-year agreement negotiated 10/1/86 also provided: 2 percent wage increases on both 8/15/87 and 8/15/88; 12th paid holiday (day after Thanksgiving); first listing.
Board of Education (blue-collar) Palm Beach County, FL International Brotherhood of Firemen and Oilers—1,500	10 percent retoractive to 7/1/86	3-year agreement negotiated 10/15/86 also provided: wage and benefit reopenings on 6/30/87 and 6/30/88; uniform salary schedule restructuring (formerly had separate salary schedules for specified crafts); established 2 hour minimum call in/call back pay; see CWD Sept. 1985.
Teachers Leon County, FL National Education Association (Ind.)—1,600	7 percent retroactive to 8/25/86	10-month agreement negotiated 10/1/86 also provided: 6 paid holidays (was 4); see CWD Nov. 1985.
Teachers Oklahoma City, OK American Federation Teachers—2,300	3 percent retroactive to 7/1/86	2-year agreement negotiated 10/6/86 also provided: wage and benefit reopening on 6/30/87; see CWD Nov. 1985.
Board of Education (noninstructional) Oklahoma City, OK Oklahoma Educators Association (NEA-I)—2,200	No wage change 7/1/86	2-year agreement negotiated 9/17/86 also provided: wage and benefit reopening on 6/30/87; bereavement leave eliminated for death of aunts and uncles; 7 days maximum workers' compensation payment (was 15 days); formerly represented by Oklahoma Classified School Employees (Ind..); see CWD Nov. 1985.
Community College (faculty) Cook County, IL Cook County College Teachers (AFT)—1,400	6.97 percent 9/1/86	3-year agreement negotiated 9/86 also provided: 5.2 percent wage increase on 9/1/87 and 6.0 percent on 9/1/88; effective 6/30/87 two steps on the salary schedule will be eliminated in addition to another on 6/30/88 (for training specialist); see CWD July 1985.
Michigan State University (graduate teachers) American Federation of Teachers—1,800	4.7 percent retroactive to 9/1/86	6-month agreement negotiated 10/20/86 also provided: university pays 56 percent tuition reimbursement (was 50 percent); see CWD June 1985.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
GOVERNMENT—Continued		
Board of Education (administrators, supervisors Detroit, MI Organization of School Supervisors and Administrators—1,450	4 percent retroactive to 7/1/86	3-year agreement negotiated 10/14/86 also provided: 3 percent wage increase on 1/1/87 and wage reopenings on 7/1/87 and 7/1/88; established optical insurance; see CWD Jan. 1986.
Teachers Tacoma, WA Tacoma Education Association (NEA-I)—1,800	3.1 percent retroactive to 9/1/86	In 11/86 under a scheduled wage and benefit reopening of a 3-year agreement scheduled to expire 6/30/88, the parties modified the agreement as follows: contract was extended for 2 additional years; wage and benefit reopenings during each year of the contract; school year reduced to 181 days (was 182) with per diem pay for day 182; 2 annual curriculum development days (was 3); see CWD Aug. 1985.
Teachers Fresno, CA Fresno Teachers Association (NEA-Ind.)—2,450	1-9 percent retroactive to 3/19/86	Negotiated 11/13/86, under a scheduled wage and benefit reopening of a 3-year agreement scheduled to expire on 6/30/88; see CWD Mar. 1986.

Table 1. Work stoppages involving 1,000 workers or more, 1947-1985[1]

Month and year	Number of stoppages		Workers involved		Days idle	
	Beginning in month or year	In effect during month or year	Beginning in month or year (thousands)	In effect during month or year (thousands)	Number (thousands)	Percent of estimated working time[2]
1947	270	-	1,629	-	25,720	
1948	245	-	1,435	-	26,127	0.22
1949	262	-	2,537	-	43,420	.38
1950	424	-	1,698	-	30,390	.26
1951	415	-	1,462	-	15,070	.12
1952	470	-	2,746	-	48,820	.38
1953	437	-	1,623	-	18,130	.14
1954	265	-	1,075	-	16,630	.13
1955	363	-	2,055	-	21,180	.16
1956	287	-	1,370	-	26,840	.20
1957	279	-	887	-	10,340	.07
1958	332	-	1,587	-	17,900	.13
1959	245	-	1,381	-	60,850	.43
1960	222	-	896	-	13,260	.09
1961	195	-	1,031	-	10,140	.07
1962	211	-	793	-	11,760	.08
1963	181	-	512	-	10,020	.07
1964	246	-	1,183	-	16,220	.11
1965	268	-	999	-	15,140	.10
1966	321	-	1,300	-	16,000	.10
1967	381	-	2,192	-	31,320	.18
1968	392	-	1,855	-	35,367	.20
1969	412	-	1,576	-	29,397	.16
1970	381	-	2,468	-	52,761	.29
1971	298	-	2,516	-	35,538	.19
1972	250	-	975	-	16,764	.09
1973	317	-	1,400	-	16,260	.08
1974	424	-	1,796	-	31,809	.16
1975	235	-	965	-	17,563	.09
1976	231	-	1,519	-	23,962	.12
1977	298	-	1,212	-	21,258	.10
1978	219	-	1,006	-	23,774	.11
1979	235	-	1,021	-	20,409	.09
1980	187	-	795	-	20,844	.09
1981	145	-	729	-	16,908	.07
1982	96	-	656	-	9,061	.04
1983	81	-	909	-	17,461	.08
1984	62	-	376	-	8,499	.04
1935	54	-	324	-	7,079	.03
1985: January	2	9	4.7	16.0	278.3	.01
February	4	10	29.3	39.6	259.3	.01
March	4	12	15.2	48.2	698.5	.03
April	3	8	6.2	14.8	222.1	.01
May	2	8	6.9	15.1	236.6	.01
June	2	8	15.7	26.5	454.3	.02
July	9	13	50.1	56.9	476.5	.02
August	6	18	15.3	66.8	810.8	.04
September	11	20	69.5	93.9	863.8	.04
October	6	20	76.6	119.3	1,428.8	.06
November	3	13	26.2	47.0	688.2	.04
December	2	9	8.2	38.0	661.9	.03
1986p: January	4	7	7.6	12.0	170.0	.01
February	3	7	24.0	28.4	309.5	.02
March	2	8	11.2	38.6	367.5	.02
April	4	8	6.1	17.6	297.3	.02
May	6	10	28.6	41.2	303.6	.02
June	11	15	198.0	205.9	3,684.3	.17
July	13	22	46.7	66.3	894.5	.04
August	10	22	113.3	144.8	1,612.1	.07
September	7	17	37.9	85.2	1,208.5	.06
October	5	17	44.3	107.7	1,411.9	.06
November	2	9	8.7	67.1	941.4	.04

[1] The number of stoppages and workers relate to stoppages that began in the year. Days of idleness include all stoppages in effect. Workers are counted more than once if they are involved in more than one stoppage during the year.

[2] Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in " 'Total Economy' Measure of Strike Idleness," *Monthly Labor Review*, October 1968, pp. 54-56.

p=preliminary.

Table 2. Work stoppages involving 1,000 workers or more during November 1986

Organization involved and location[1]	Beginning date	Ending date	Number workers[2]	Days of idleness during November
Watsonville Canning and Frozen Food Warehouse Watsonville, CA Teamsters (Ind.)	9/9/85		1,000	18,000
Construction[3] Seattle, WA Painters	6/24/86		1,500	33,000
USX Corporation Interstate Steelworkers	8/1/86		22,000	396,000
Brooklyn Union Gas Company Brooklyn and Queens, NY Transport Workers	8/12/86	11/6/86	2,300	9,200
Deere and Company Waterloo and Dubuque, IA and Milan, IL Auto Workers	8/23/86		12,300	221,400
Southern New England Telecommunications Corporation Connecticut Connecticut Union of Telephone Workers (Ind.)	9/13/86	11/7/86	9,700	48,500
Babcock and Wilcox Beaver Falls, PA Steelworkers	9/14/86		1,300	23,400
Kaiser Foundation Hospitals and Permanente Medical Group San Francisco, CA Service Employees	10/27/86		9,800	176,400
Trane Company Clarksville, TN Machinists	11/15/86	11/22/86	1,000	10,000
General Motors Corporation Delco Electronics Division Kokomo, IN Auto Workers	11/17/86	11/22/86	7,700	38,500
Stoppages beginning in December:	2 stoppages		8,700	
Stoppages in effect in December:	9 stoppages		67,100	941,400

---

[1] Labor organizations are affiliated with AFL-CIO except where noted as independent (Ind.).

[2] The number of workers involved is rounded to the nearest hundred.

[3] Employees returned to work on June 26 to complete a project. The strike was later resumed but less than 1,000 workers participated.

Major Agreements Expiring in January

Industry or activity	Employer and location	Labor organization[1]	Number of workers
Private			
Construction	National Electrical Contractors Association, Northwest Line Constructors (Interstate)	Electrical Workers (IBEW)	1,200
	Associated General Contractors, Cincinnati Division Ohio Building Chapter and one other (Ohio)	Carpenters	2,800
Food products	Wholesale, retail bread and cake bakeries (New York, NY)	Bakery, Confectionery and Tobacco Workers	3,000
	Chef Boy-Ar-Dee, division of American Home Foods (Milton, PA)	Food and Commercial Workers	1,350
	Bryan Foods Inc. (West Point, MS)	Food and Commercial Workers	1,200
	Del Monte Corp., Midwest Division (Illinois)	Retail, Wholesale and Department Store	1,200
Textiles	Erwin Mills (Erwin, NC)	Clothing and Textile Workers	1,150
Stone, clay, and glass products	Corning Glass Works (Corning, NY)	Flint Glass Workers	3,500
Primary metals	Blaw Knox Foundry & Mill Machinery, Inc. (Interstate)	Steelworkers	1,500
Electrical products	Litton Industries, Inc. (Sioux Falls, SD)	Electrical Workers (UE-Ind.)	2,100
Transportation equipment	United Technologies Corp. (West Palm Beach, FL)	Machinists	1,300
	Dana Corp., Spicer Axle Division (Ft. Wayne, IN)	Industrial Workers	1,650
Air transportation	Western Airlines, flight attendants (Interstate)	Flight Attendants	2,300
	Western Airlines, clerks and agents (Interstate)	Air Transport Employees	4,500
	Western Airlines, ground service (Interstate)	Teamsters (Ind.)	1,600
Communication	General Telephone Co. of Wisconsin (Wisconsin)	Communications Workers	1,250
Utilities	Boston Gas Co. (Boston, MA)	Steelworkers	1,000
	Utah Power & Light Co. (Interstate)	Electrical Workers (IBEW)	3,800
Wholesale trade	Associated Produce Dealers & Brokers of Los Angeles (California)	Teamsters (Ind.)	1,900
Retail trade	Acme Markets, Inc. (Philadelphia, PA)	Food and Commercial Workers	5,000
	Acme Markets, Inc. (New Jersey)	Food and Commercial Workers	2,700
	Acme Markets, Inc. (Delaware)	Food and Commercial Workers	1,250
Real estate	Midtown Realty Owners Association, Inc.	Service Employees	2,500
Public			
Education	Michigan: Detroit Board of Education, office	Educational Office Employees	1,800
	Detroit Board of Education, maintenance, custodial, transportation	State, County and Municipal Employees	2,400
	Detroit Board of Education, paraprofessional	Detroit Association of Educational Employees	1,400

---

[1] Affiliated with AFL-CIO except where noted as Independent (Ind.).

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1977 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1977 dollars are current earnings adjusted for price changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Employment Cost Index—The index (June 1981=100) measures quarterly changes in wages and salaries and compensation, free from the influence of employment shifts among occupations and industries. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplemental benefits such as vacations, health insurance, and Social Security.

The index covers all occupational groups in both the private nonfarm economy (excluding private households) and State and local governments. Statistics are published separately for these two sectors and they are also combined for the civilian nonfarm series (excluding the Federal Government). The data pertain to the pay period including the 12th day of the last month of the survey quarter, that is, March, June, September, and December. The data are not seasonally adjusted.

In the private nonfarm sector, indexes for wages and salaries begin in September 1975 (June 1981=100), for most of the current series. Compensation indexes begin in December 1979 for white-collar, blue-collar, and service workers, for goods-producing and service-producing industries, for manufacturing and nonmanufacturing, and for workers by bargaining status and by area size. Within the bargaining status series, compensation data for goods-producing and service-producing industries and for manufacturing and nonmanufacturing workers start in June 1981. Wage and salary and compensation indexes also start in June 1981 for the various civilian nonfarm and State and local government series.

Average wage-rate adjustment effective in major collective bargaining units—Data refer to general wage rate adjustments made effective during the reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those deferred from earlier negotiations, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for compensation). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Data relate to the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective date of

agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while compensation changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilties; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars										
Average hourly earnings, private nonfarm sector:[1]										
Current dollars	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.32	$8.57
1977 dollars	5.18	5.25	5.29	5.14	4.89	4.83	4.83	4.89	4.91	4.88
Average weekly earnings, private nonfarm sector:[1]										
Current dollars	175.45	189.00	203.70	219.91	235.10	255.20	267.26	280.70	292.86	299.09
1977 dollars	186.85	189.00	189.31	183.41	172.74	170.13	168.09	171.26	172.78	170.42
Indexes										
Average hourly compensation:										
All persons, business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	119.1	131.5	143.7	154.9	161.5	168.1	175.3
1977 dollars	98.7	100.0	100.8	99.4	96.7	95.7	97.3	98.2	98.1	98.8
All employees, nonfarm business sector:										
Current dollars (1977 = 100)	92.8	100.0	108.5	118.7	130.0	143.3	154.4	161.1	167.4	173.9
1977 dollars	98.0	100.0	100.8	99.1	96.3	95.5	97.0	98.0	97.6	98.0
Hourly Earnings Index:[1]										
Current dollars (1977 = 100)	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.3	165.2
1977 dollars	99.0	100.0	100.5	97.4	93.5	92.6	93.4	94.8	94.6	94.1

[1] Production or nonsupervisory workers.

r = revised.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1985		1986										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.p	Nov.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector: [1]													
Current dollars	$8.66	$8.71	$8.72	$8.74	$8.73	$8.72	$8.72	$8.71	$8.69	$8.70	$8.81	$8.81	$8.85
1977 dollars	4.87	4.89	4.88	4.91	4.93	4.94	4.92	4.89	4.89	4.88	4.92	4.92	-
Average weekly earnings, private nonfarm sector: [1]													
Current dollars	301.37	306.59	302.58	300.66	302.93	301.71	302.58	303.98	304.15	305.37	306.59	306.59	307.98
1977 dollars	169.59	170.05	169.32	168.82	171.05	170.94	170.85	170.78	170.97	171.36	171.28	172.05	-
Indexes, 1977=100													
Hourly Earnings Index: [1]													
Current dollars	166.2	167.0	168.2	167.9	168.5	168.4	168.7	168.8	168.5	168.5	169.9	170.0	170.8
1977 dollars	94.0	94.4	94.0	94.6	95.2	95.4	95.2	94.8	94.7	94.6	94.9	94.9	-
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm sector: [1]													
Current dollars	$8.65	$8.70	$8.68	$8.71	$8.73	$8.72	$8.73	$8.74	$8.73	$8.77	$8.77	$8.80	$8.84
1977 dollars	4.87	4.89	4.85	4.89	4.93	4.94	4.94	4.92	4.92	4.93	4.91	4.92	-
Average weekly earnings, private nonfarm sector: [1]													
Current dollars	301.02	303.63	303.80	303.98	304.68	303.46	303.80	303.28	302.93	305.20	304.32	305.36	308.52
1977 dollars	169.49	170.20	169.72	170.58	171.94	171.93	171.83	170.67	170.57	171.46	170.49	171.55	-
Indexes, 1977=100													
Average hourly compensation (quarterly data):													
All persons, business sector:													
Current dollars (1977=100)	178.0	-	-	179.1	-	-	180.4	-	-	-	-	-	-
1977 dollars	99.0	-	-	99.2	-	-	100.3	-	-	-	-	-	-
All employees, nonfarm business sector:													
Current dollars (1977=100)	176.2	-	-	177.6	-	-	178.5	-	-	-	-	-	-
1977 dollars	98.0	-	-	98.4	-	-	99.3	-	-	-	-	-	-
Hourly Earnings Index: [1]													
Current dollars (1977=100)	166.8	167.7	167.3	168.2	168.5	168.4	168.7	169.2	168.9	169.3	169.6	170.0	170.7
1977 dollars	94.0	93.9	94.0	93.5	94.4	95.1	95.4	95.2	95.1	95.1	95.0	95.1	-

[1] Production or nonsupervisory workers.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p=preliminary.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
In dollars											
Average hourly earnings, private nonfarm economy	$4.53	$4.86	$5.25	$5.69	$6.16	$6.66	$7.25	$7.68	$8.02	$8.32	$8.57
Mining	5.95	6.46	6.94	7.67	8.49	9.17	10.04	10.77	11.28	11.63	11.98
Contract construction	7.31	7.71	8.10	8.66	9.27	9.94	10.82	11.63	11.94	12.13	12.31
Manufacturing	4.83	5.22	5.68	6.17	6.70	7.27	7.99	8.49	8.83	9.19	9.53
Transportation and public utilities	5.88	6.45	6.99	7.57	8.16	8.87	9.70	10.32	10.79	11.12	11.40
Wholesale trade	4.73	5.03	5.39	5.88	6.39	6.96	7.56	8.09	8.55	8.89	9.16
Retail trade	3.36	3.57	3.85	4.20	4.53	4.88	5.25	5.48	5.74	5.85	5.94
Finance, insurance and real estate	4.06	4.27	4.54	4.89	5.27	5.79	6.31	6.78	7.29	7.63	7.94
Services	4.02	4.31	4.65	4.99	5.36	5.85	6.41	6.92	7.31	7.59	7.89
Indexes, 1977 = 100											
Hourly Earnings Index, private nonfarm economy[1]	86.7	92.9	100.0	108.2	116.8	127.3	138.9	148.5	155.4	160.3	165.2
Mining	85.4	92.5	100.0	112.2	122.9	134.2	148.2	158.9	166.7	173.8	178.9
Contract construction	90.3	95.1	100.0	106.7	114.1	121.9	132.0	141.2	145.6	148.1	150.4
Manufacturing	85.9	92.5	100.0	108.3	117.6	129.4	141.9	152.4	157.9	162.8	168.6
Transportation and public utilities	84.3	92.2	100.0	108.2	116.8	127.2	139.4	148.8	156.6	161.7	166.3
Wholesale trade	87.7	93.3	100.0	109.1	118.6	129.0	139.9	149.7	158.2	164.4	169.0
Retail trade	87.0	92.7	100.0	109.1	117.7	127.2	137.0	143.4	150.2	153.2	155.6
Finance, insurance, and real estate	89.2	94.0	100.0	107.6	116.0	127.0	138.1	148.3	158.7	165.7	171.8
Services	86.5	92.9	100.0	107.4	115.1	125.5	137.3	147.9	156.0	161.8	168.2

[1] Production or nonsupervisory workers.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1985		1986										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.p	Nov.p
	Data before seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy[1]	$8.66	$8.71	$8.72	$8.74	$8.73	$8.72	$8.72	$8.71	$8.69	$8.70	$8.81	$8.81	$8.85
Mining	12.07	12.27	12.24	12.32	12.35	12.43	12.44	12.50	12.46	12.51	12.52	12.49	12.50
Contract construction	12.28	12.47	12.34	12.35	12.22	12.29	12.33	12.31	12.31	12.39	12.54	12.62	12.60
Manufacturing	9.63	9.74	9.70	9.70	9.72	9.70	9.71	9.70	9.74	9.68	9.73	9.72	9.78
Transportation and public utilities	11.59	11.61	11.59	11.64	11.62	11.55	11.54	11.57	11.61	11.61	11.70	11.69	11.76
Wholesale trade	9.23	9.33	9.28	9.36	9.33	9.29	9.29	9.32	9.30	9.32	9.37	9.36	9.43
Retail trade	5.97	5.99	6.03	6.04	6.03	6.01	6.00	5.99	5.97	5.97	6.05	6.04	6.05
Finance, insurance, and real estate	8.06	8.15	8.14	8.28	8.30	8.29	8.31	8.37	8.30	8.33	8.37	8.38	8.48
Services	8.05	8.12	8.12	8.17	8.18	8.12	8.10	8.10	8.04	8.05	8.19	8.22	8.32
Indexes, 1977=100													
Hourly Earnings Index, private nonfarm economy[1]	167.0	168.2	167.9	168.6	168.5	168.4	168.6	168.8	168.5	168.5	169.9	170.0	170.8
Mining	180.1	181.7	180.9	180.5	180.1	181.2	181.1	181.4	181.7	181.5	181.5	181.1	181.1
Contract construction	149.7	151.7	150.0	149.7	148.3	149.9	150.7	150.5	150.3	151.3	153.0	154.1	153.4
Manufacturing	170.2	171.3	171.4	171.6	171.9	172.2	172.5	172.3	172.8	172.2	172.6	172.6	173.2
Transportation and public utilities	169.5	170.1	169.3	170.3	169.8	169.0	169.1	169.5	169.3	169.6	171.5	171.2	172.3
Wholesale trade	170.3	172.2	171.1	172.4	171.9	171.3	171.4	172.0	171.4	171.6	172.8	172.7	173.9
Retail trade	156.2	157.0	157.3	157.7	157.7	157.8	157.9	157.9	157.4	157.4	159.3	158.7	158.7
Finance, insurance, and real estate	174.3	176.2	175.8	178.8	179.2	178.9	179.3	180.5	179.1	179.8	180.5	180.7	182.7
Services	171.4	172.8	172.7	173.8	174.0	173.1	173.2	173.3	172.4	172.6	175.1	175.4	177.3
	Data after seasonal adjustment												
In dollars													
Average hourly earnings, private nonfarm economy	$8.65	$8.70	$8.68	$8.71	$8.73	$8.72	$8.73	$8.74	$8.73	$8.77	$8.77	$8.80	$8.84
Mining[2]	12.07	12.27	12.24	12.32	12.35	12.43	12.44	12.50	12.46	12.51	12.52	12.49	12.50
Contract construction	12.34	12.04	12.25	12.29	12.23	12.34	12.38	12.43	12.40	12.43	12.43	12.53	12.66
Manufacturing	9.63	9.68	9.65	9.68	9.70	9.68	9.72	9.71	9.73	9.76	9.74	9.77	9.78
Transportation and public Utilities	11.52	11.56	11.56	11.62	11.65	11.58	11.62	11.63	11.62	11.62	11.64	11.68	11.69
Wholesale trade	9.24	9.30	9.22	9.34	9.36	9.27	9.29	9.35	9.31	9.37	9.35	9.40	9.44
Retail trade	5.97	6.02	5.99	5.99	6.01	5.99	5.99	6.00	6.00	6.03	6.05	6.05	6.05
Finance, insurance, and real estate[2]	8.06	8.15	8.14	8.28	8.30	8.29	8.31	8.37	8.30	8.33	8.37	8.38	8.48
Services	8.02	8.05	8.05	8.11	8.16	8.11	8.12	8.17	8.12	8.16	8.17	8.21	8.29
Indexes, 1977=100													
Hourly Earnings Index, private nonfarm economy[1]	166.8	167.7	167.3	168.2	168.5	168.4	168.7	169.2	168.9	169.3	169.6	170.0	170.7
Mining[2]	180.1	181.7	180.9	180.5	180.1	181.2	181.1	181.4	181.7	181.5	181.5	181.1	181.1
Contract construction	150.3	151.2	149.7	149.7	149.2	150.6	151.0	151.4	150.8	151.3	151.2	152.6	154.0
Manufacturing	170.2	171.0	170.7	171.3	171.8	171.4	172.5	172.4	172.7	172.9	172.8	173.1	173.2
Transportation and public utilities	168.5	169.1	168.6	169.6	170.2	169.3	170.1	170.7	170.3	170.1	170.8	170.9	171.3
Wholesale trade[2]	170.3	172.2	171.1	172.4	171.9	171.3	171.4	172.0	171.4	171.7	172.8	172.7	173.9
Retail trade	156.6	157.5	157.0	157.3	157.4	157.3	157.2	157.8	157.7	158.5	159.1	159.1	159.1
Finance, insurance, and real estate[2]	174.3	176.2	175.8	178.8	179.2	178.9	179.3	180.5	179.1	179.8	180.5	180.7	182.7
Services	170.9	171.6	171.7	173.1	174.0	173.1	173.4	174.3	173.4	174.3	174.4	175.3	176.8

[1] Production or nonsupervisory workers.

[2] The unadjusted data are shown because the seasonal component is small relative to the trend-cycle and/or irregular components and consequently cannot be separated with sufficient precision.

p=preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1984			1985				1986		
	II	III	IV	I	II	III	IV	I	II	III
Average hourly compensation:										
All persons, business sector	3.8	4.6	4.2	3.9	4.5	4.4	4.4	3.9	3.4	3.0
All employees, nonfarm business sector:										
Current dollars	3.7	4.3	4.1	3.9	4.2	3.9	3.8	3.6	3.0	2.8
1977 dollars	-.6	.1	.1	.3	.5	.5	.2	.5	1.4	1.2
Average hourly earnings, private nonfarm economy[1]	4.1	4.0	3.4	3.2	3.1	2.8	3.0	2.8	2.2	2.0
Mining[2]	3.7	3.2	2.0	2.7	2.7	2.8	4.1	3.5	4.3	4.3
Contract construction	1.8	1.7	1.4	1.8	1.3	1.4	1.4	-.1	.8	.8
Manufacturing	4.1	4.0	3.8	4.0	4.1	3.6	3.5	2.7	2.1	1.9
Transportation and public utilities	2.9	3.4	2.4	2.5	2.4	2.5	2.8	2.9	2.3	1.7
Wholesale trade	4.9	4.9	4.3	3.3	3.4	2.7	2.6	2.7	1.8	1.9
Retail trade	2.7	1.9	1.8	1.3	1.3	1.7	1.8	1.8	1.4	1.3
Finance, insurance, and real estate[2]	4.5	4.9	4.0	4.0	4.0	3.8	4.5	5.0	5.5	4.9
Services	4.5	4.5	4.2	4.0	4.0	3.9	4.1	4.3	3.6	2.8
Hourly Earnings Index:[1]										
Private nonfarm economy:										
Current dollars	3.5	3.4	3.1	3.1	3.1	3.0	3.0	2.8	2.5	2.2
1977 dollars	5	-.1	-.4	-.5	-1.0	-.2	-.2	.0	1.3	1.0
Mining[2]	4.6	4.4	3.9	3.8	3.1	2.4	1.4	1.4	1.5	1.4
Contract construction	2.0	1.7	1.3	2.0	1.5	1.4	1.4	-.3	.6	.5
Manufacturing	3.2	3.4	3.3	3.7	3.8	3.6	3.3	2.7	2.4	2.1
Transportation and public utilities	3.3	3.4	2.9	2.6	2.7	2.8	3.0	3.1	2.7	2.1
Wholesale trade	4.8	4.7	4.2	3.1	3.1	2.5	2.4	2.5	1.7	1.8
Retail trade	2.8	1.9	1.7	1.3	1.2	1.7	1.8	1.8	1.5	1.6
Finance, insurance, and real estate[2]	4.4	4.6	3.6	3.4	3.5	3.5	4.2	4.8	5.1	4.5
Services	4.4	4.4	4.0	3.8	3.9	3.8	4.1	4.5	3.7	3.1
Average weekly earnings, private nonfarm economy:[1]										
Current dollars	5.1	4.7	3.5	2.5	2.2	2.0	2.4	2.7	1.7	1.6
1977 dollars	2.0	1.1	-.1	-1.0	-1.9	-1.1	-.8	-.2	.5	.4

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p=preliminary.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1983	1984				1985				1986		
	IV	I	II	III	IV	I	II	III	IV	I	II	III
Average hourly compensation:												
All persons, business sector	5.3	5.7	2.8	4.6	3.8	4.2	5.1	4.4	3.8	2.5	2.8	2.9
All employees, nonfarm business sector:												
Current dollars	4.6	4.9	3.2	4.3	4.1	3.9	4.4	3.2	3.6	3.1	2.2	2.4
1977 dollars	0.4	–0.2	–0.4	0.5	0.4	0.6	0.3	0.6	–0.7	1.6	3.9	–.1
Average hourly earnings, private nonfarm economy[1]	5.2	4.0	3.6	3.3	2.7	3.0	3.2	2.2	3.5	2.2	1.1	1.2
Mining[2]	3.8	6.2	1.7	.9	–.7	8.9	1.9	1.3	4.3	6.4	5.1	1.3
Contract construction	2.4	1.7	2.7	.6	.9	3.1	.5	1.0	1.2	–3.2	4.2	1.2
Manufacturing	5.1	4.5	3.1	4.2	4.0	4.8	3.4	2.4	3.2	1.5	1.1	1.7
Transportation and public utilities	5.0	3.0	2.7	2.8	1.7	2.6	2.5	3.1	2.8	3.3	0.0	.6
Wholesale trade	6.4	3.7	3.2	4.1	3.6	2.2	3.4	1.5	3.1	2.8	–.1	1.7
Retail trade	3.3	1.6	1.8	.7	2.1	.7	1.6	2.5	2.3	.9	–.2	2.2
Finance, insurance and real estate[2]	7.5	6.8	2.1	3.7	3.9	6.4	2.2	2.7	6.7	8.5	4.1	.5
Services	4.8	4.4	4.5	3.9	3.9	3.7	4.4	3.8	4.6	4.6	1.3	.8
Hourly Earnings Index:[1]												
Private nonfarm economy:												
Current dollars	4.3	3.6	3.0	2.8	3.1	3.4	3.0	2.4	3.2	2.7	1.8	1.2
1977 dollars	.9	.8	1.2	–3.2	–.4	.6	–.9	.1	–.6	1.4	4.4	–1.2
Mining[2]	4.5	5.0	3.8	4.2	2.7	4.4	1.3	1.1	2.6	.7	1.7	.7
Contract construction	2.4	3.3	2.4	.7	.9	3.8	.5	.5	.8	–2.8	4.1	.1
Manufacturing	3.5	3.9	3.2	3.4	3.6	4.6	3.6	2.5	2.4	2.3	2.4	1.2
Transportation and public utilities	4.9	3.9	2.6	3.1	2.4	2.4	2.9	3.4	3.3	2.8	1.4	.9
Wholesale trade[2]	6.3	4.5	2.5	3.5	3.9	2.6	2.5	.9	3.6	3.1	–.6	1.0
Retail trade	3.5	1.4	1.9	.4	1.9	.9	1.8	2.2	2.3	1.0	.6	2.6
Finance, insurance, and real estate[2]	6.9	6.7	2.1	3.0	3.1	5.5	2.5	2.9	6.1	8.0	3.7	.5
Services	5.2	3.2	4.2	3.7	3.9	3.4	4.7	3.3	4.9	5.0	1.6	1.0
Average weekly earnings, private nonfarm economy:[1]												
Current dollars	6.8	5.6	4.0	2.1	2.0	1.9	2.8	1.4	3.5	3.0	–.8	.8
1977 dollars	3.5	2.3	2.2	–3.8	–1.5	–.9	–1.1	–.9	–.4	1.7	1.7	–1.5

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 7. Compensation changes frpm same month a year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985		1986										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.p	Nov.p
Average hourly earnings, private nonfarm economy[1]	2.9	3.1	2.8	2.7	2.7	2.3	2.3	2.0	2.1	2.1	1.7	2.0	2.2
Mining[2]	3.8	4.8	3.2	3.5	3.7	4.1	4.7	4.0	4.5	4.3	3.9	4.1	3.6
Contract construction	1.4	1.6	.2	–.2	–.3	.4	.7	1.1	.9	.9	.6	1.6	2.6
Manufacturing	3.3	3.5	2.7	2.7	2.6	2.0	2.3	1.9	2.0	2.0	1.7	1.7	1.6
Transportation and public utilities	2.9	2.8	2.8	3.0	3.0	2.3	2.6	2.0	2.0	1.7	1.3	1.8	1.5
Wholesale trade	2.7	2.5	2.6	2.8	2.7	1.8	1.8	1.9	1.7	2.2	1.6	2.3	2.2
Retail trade	1.2	2.4	1.9	1.7	1.9	1.5	1.2	1.4	1.2	1.5	1.2	1.5	1.3
Finance, insurance and real estate[2]	4.4	4.6	4.6	5.1	5.3	5.5	5.9	5.2	5.3	5.3	4.1	4.6	5.2
Services	4.2	4.0	4.1	4.2	4.6	3.8	3.6	3.3	3.0	2.9	2.5	2.9	3.4
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	3.0	3.1	2.8	2.8	2.9	2.6	2.6	2.4	2.4	2.3	1.9	2.3	2.3
1977 dollars	–.3	–.4	–.9	–.1	1.0	1.4	1.4	1.0	1.2	1.1	.6	1.1	–
Mining[2]	2.2	2.7	1.9	1.1	1.3	1.4	1.8	1.4	1.6	1.5	1.2	1.3	.6
Contract construction	1.2	1.5	.2	–.4	–.5	.2	.5	1.1	.6	.7	.3	1.5	2.5
Manufacturing	3.3	3.3	2.7	2.7	2.7	2.5	2.5	2.2	2.2	2.1	1.9	2.0	1.7
Transportation and public utilities	3.2	3.2	2.9	3.2	3.3	2.6	3.0	2.6	2.4	2.1	1.7	2.1	1.7
Wholesale trade[2]	2.4	2.4	2.4	2.6	2.5	1.7	1.7	1.8	1.7	2.0	1.5	2.1	2.1
Retail trade	1.4	2.1	2.0	1.8	1.7	1.6	1.3	1.6	1.6	1.5	1.5	1.7	1.6
Finance, insurance, and real estate[2]	4.2	4.4	4.4	5.0	5.2	5.1	5.5	4.8	4.9	4.9	3.8	4.3	4.8
Services	4.3	3.9	4.2	4.4	4.7	3.9	3.8	3.3	3.4	3.2	2.7	3.1	3.4
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	2.0	2.5	2.8	2.7	2.4	2.1	1.8	1.4	1.8	1.8	1.2	1.4	2.5
1977 dollars	–1.3	–1.0	–.8	–.2	.5	1.0	.6	(3)	.7	.6	–.1	.6	–

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p = preliminary.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1985		1986										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.^{p}	Oct.^{p}	Nov.^{p}
Average hourly earnings, private nonfarm economy[1]	2.8	3.1	3.1	2.8	2.6	2.1	1.9	.9	1.2	1.4	.9	1.8	2.3
Mining[2]	3.2	4.2	5.4	5.6	5.0	7.3	6.2	3.8	3.6	3.1	2.8	1.0	1.0
Contract construction	.8	1.8	-.6	-.5	-1.9	.2	.6	.5	2.5	2.3	3.3	3.1	4.6
Manufacturing	2.8	3.2	2.3	2.3	2.5	1.5	1.9	.6	1.7	1.7	.8	1.9	1.2
Transportation and public utilities	3.4	2.8	3.0	3.4	2.8	1.9	1.7	1.2	1.0	0.0	-.2	1.7	1.2
Wholesale trade	2.4	2.6	1.5	3.7	3.5	1.7	1.1	1.1	2.0	.6	-.2	2.8	3.3
Retail trade	1.7	3.4	2.0	1.7	1.0	1.0	.7	-.7	.3	1.3	1.3	2.0	2.0
Finance, insurance and real estate[2]	5.4	4.8	6.7	9.6	6.6	7.1	6.3	5.5	4.0	1.2	1.7	2.2	4.1
Services	4.6	3.6	4.4	4.6	4.8	3.3	2.5	3.0	1.7	1.2	.2	2.5	4.2
Hourly Earnings Index:[1]													
Private nonfarm economy:													
Current dollars	2.9	3.1	2.9	3.3	2.6	2.7	2.3	1.8	1.8	1.4	1.3	1.9	2.3
197[7] dollars	-.3	-.5	-1.0	.7	1.5	2.9	3.2	2.6	3.5	1.6	-.2	-.7	-.4
Mining[2]	2.4	3.1	2.3	1.9	.8	2.8	1.1	-.3	.9	1.1	1.6	-.2	(1)
Contract construction	.1	1.8	-.3	-.8	-1.9	.4	1.0	.3	1.5	2.1	2.6	2.7	4.0
Manufacturing	2.4	2.7	2.1	2.3	2.7	2.7	2.6	1.8	2.3	1.9	1.2	1.3	.8
Transportation and public utilities	3.9	3.2	2.9	3.6	2.7	2.3	2.0	1.9	2.0	.6	.7	1.9	1.3
Wholesale trade[2]	2.1	3.8	3.1	5.0	1.9	2.6	1.3	-.2	.4	-.8	1.1	1.6	2.9
Retail trade	1.7	3.0	2.3	2.0	.7	1.2	.9	.3	.9	1.6	2.2	2.3	2.3
Finance, insurance, and real estate[2]	5.2	4.7	6.1	8.9	6.2	6.7	5.8	4.9	3.7	1.1	1.4	2.0	3.7
Services	4.8	3.4	4.8	5.0	4.9	3.8	2.9	3.2	2.0	1.5	.5	2.5	4.0
Average weekly earnings, private nonfarm economy:[1]													
Current dollars	1.7	3.1	4.3	2.8	2.6	1.5	1.9	-.2	-.6	.8	-.2	1.3	3.1
1977 dollars	-1.5	.5	.3	.2	1.4	1.7	2.8	.6	1.0	1.0	-1.7	-.4	-

[1] Production or nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted.

[3] Less than .05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

^{p} = preliminary.

Table 9. Employment Cost Index by occupation and industry group[1]

(Not seasonally adjusted)

Series	Indexes (June 1981 = 100)			Percent change for					
				3 months ended			12 months ended		
	Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986
Civilian workers	128.4	131.5	133.0	1.6	0.7	1.1	4.9	4.0	3.6
Workers, by occupational group									
White-collar occupations	130.7	134.2	136.0	1.9	.8	1.3	5.4	4.6	4.1
Blue-collar occupations	124.4	126.8	127.8	1.1	.5	.8	4.0	3.0	2.7
Service occupations	130.9	133.7	135.4	2.3	.5	1.3	5.1	4.5	3.4
Workers, by industry division									
Goods-producing[1]	124.9	128.1	128.8	.8	.9	.5	4.0	3.4	3.1
Maufacturing	125.5	128.7	129.3	.7	.8	.5	4.2	3.3	3.0
Service-producing[2]	130.7	133.7	135.6	2.2	.6	1.4	5.5	4.5	3.7
Services	136.4	139.4	142.4	2.9	.4	2.2	5.9	5.1	4.4
Health services	-	-	-	1.5	.7[c]	1.6	-	3.8[c]	3.8
Hospitals	-	-	-	-	-	1.6	-	-	-
Public administration	134.2	138.0	140.6	3.0	.9	1.9	5.8	5.9	4.8
Nonmanufacturing	129.7	132.8	134.6	2.0	.7	1.4	5.2	4.4	3.8
Private industry workers	126.8	129.9	130.8	1.3	.8	.7	4.7	3.8	3.2
Workers, by occupational group									
White-collar occupations	128.8	132.5	133.5	1.3	.9	.8	5.2	4.2	3.6
Blue-collar occupations	124.0	126.3	127.2	1.0	.5	.7	3.9	2.9	2.6
Service occupations	128.8	131.1	132.3	1.8	.2	.9	4.5	3.6	2.7
Workers, by industry division									
Goods-producing[1]	124.6	127.8	128.6	.6	.9	.6	3.9	3.2	3.2
Service-producing[2]	128.7	131.6	132.7	1.8	.6	.8	5.3	4.1	3.1
State and local government workers	136.5	139.7	143.6	3.4	.6	2.8	6.0	5.8	5.2
Workers, by occupational group									
White-collar occupations	137.6	140.5	145.0	3.5	.4	3.2	6.1	5.7	5.4
Blue-collar occupations	131.9	136.3	138.5	2.6	1.2	1.6	5.5	6.1	5.0
Workers, by industry division									
Services	137.9	140.8	145.5	3.5	.3	3.3	6.2	5.7	5.5
Hosptials and other services[3]	134.1	137.9	139.4	2.0	.8	1.1	4.8	4.9	4.0
Health services	-	-	-	2.7	1.0	1.5	-	5.1	3.9
Schools	139.1	141.7	147.6	4.0	.1	4.2	6.5	6.0	6.1
Elementary and secondary	140.9	143.2	149.4	4.7	.1	4.3	6.7	6.4	6.0
Publuc administration	134.2	138.0	140.6	3.0	.9	1.9	5.8	5.9	4.8

- Data not available.

c = Corrected.

NOTE: See footnotes at the end of table 14.

WAGES AND SALARIES

Table 10. Employment Cost Index for wages and salaries only, by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent change for					
	Sept. 1985	June 1986	Sept. 1986	3 months ended			12 months ended		
				Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986
Civilian workers	126.3	129.3	130.7	1.7	0.8	1.1	5.0	4.1	3.5
Workers, by occupational group									
White-collar occupations	128.8	132.4	134.1	1.9	.9	1.3	5.4	4.7	4.1
Blue-collar occupations	122.0	124.1	125.0	1.2	.6	.7	4.3	3.0	2.5
Service occupations	128.0	130.0	131.7	2.2	.2	1.3	4.7	3.8	2.9
Workers, by industry division									
Goods-producing[1]	122.5	125.6	126.3	.8	1.0	.6	4.2	3.4	3.1
Maufacturing	123.2	126.5	127.2	.7	1.0	.6	4.4	3.4	3.2
Service-producing[2]	128.6	131.5	133.4	2.2	.6	1.4	5.4	4.5	3.7
Services	134.2	137.0	139.9	2.8	.4	2.1	5.5	5.0	4.2
Health services	-	-	-	1.4	.7	1.7	-	3.4	3.7
Hospitals	-	-	-	-	-	1.6	-	-	-
Public administration	131.4	134.6	137.5	3.3	.6	2.2	5.6	5.8	4.6
Nonmanufacturing	127.6	130.4	132.2	2.1	.6	1.4	5.2	4.3	3.6
Private industry workers	124.9	127.9	128.8	1.3	.9	.7	4.8	3.7	5.1
Workers, by occupational group									
White-collar occupations	127.3	131.1	132.0	1.4	1.2	.7	5.3	4.5	3.7
Blue-collar occupations	121.7	123.7	124.5	1.2	.5	.6	4.3	2.8	2.3
Service occupations	126.3	128.0	128.9	1.5	.0	.7	4.2	2.9	2.1
Workers, by industry division									
Goods-producing[1]	122.3	125.4	126.1	.7	1.0	.6	4.1	3.3	3.1
Service-producing[2]	127.0	129.9	130.9	1.8	.7	.8	5.3	4.1	3.1
State and local government workers	133.2	136.0	140.4	3.5	.4	3.2	5.6	5.7	5.4
Workers, by occupational group									
White-collar occupations	134.3	137.0	141.8	3.6	.3	3.5	5.7	5.7	5.6
Blue-collar occupations	127.9	131.9	134.5	2.7	1.2	2.0	4.9	5.9	5.2
Workers, by industry division									
Services	134.5	137.1	142.1	3.7	.2	3.6	5.7	5.7	5.7
Hosptials and other services[3]	130.2	133.3	135.8	1.7	.7	1.9	4.1	4.1	4.3
Health services	-	-	-	2.6	.7	2.2	-	4.3	3.9
Schools	135.8	138.2	144.1	4.3	.1	4.3	6.3	6.1	6.1
Elementary and secondary	137.5	139.4	145.7	4.9	.0	4.5	6.3	6.3	6.0
Publuc administration	131.4	134.6	137.5	3.3	.6	2.2	5.6	5.8	4.6

- Data not available.

NOTE: See footnotes at the end of table 14.

Table 11. Employment Cost Index by occupation and industry group[1]
(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent change for					
				3 months ended			12 months ended		
	Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986
Private industry workers	126.8	129.9	130.8	1.3	0.8	0.7	4.7	3.8	3.2
Excluding sales	127.1	130.0	131.0	1.3	.7	.8	4.4	3.6	3.1
Workers, by occupational group									
White-collar occupations	128.8	132.5	133.5	1.3	.9	.8	5.2	4.2	3.6
Excluding sales	129.8	133.4	134.3	1.3	.9	.7	4.7	4.1	3.5
Professional specialty and technical	-	-	-	-	.7	1.0	-	-	-
Executive, administrative, and managerial	-	-	-	-	1.1	.5	-	-	-
Sales	-	-	-	-	1.2	.6	-	-	-
Administrative support, including clerical	-	-	-	-	.8	.7	-	-	-
Blue-collar occupations	124.0	126.3	127.2	1.0	.5	.7	3.9	2.9	2.6
Precision production, craft, and repair	-	-	-	-	.5	.7	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	.5	.6	-	-	-
Transportation and materials moving	-	-	-	-	.7	1.1	-	-	-
Handlers, equipment cleaners, helpers, and laborers	-	-	-	-	.3	.6	-	-	-
Service occupations	128.6	131.1	132.3	1.6	.2	.9	4.5	3.6	2.7
Workers, by industry division									
Goods-producing[1]	124.6	127.8	128.6	.6	.9	.6	3.9	3.2	3.2
Construction	-	-	-	.7	1.6	.7	-	3.3	3.3
Manufacturing	125.5	128.7	129.3	.7	.8	.5	4.2	3.3	3.0
Durables	-	-	-	-	.5	.5	-	-	-
Nondurables	-	-	-	-	1.3	.6	-	-	-
Service-producing[2]	128.7	131.6	132.7	1.8	.6	.8	5.3	4.1	3.1
Transportation and public utilities	-	-	-	1.4	.2	.6	-	3.4	2.5
Transporation	-	-	-	1.4	-.2	.8	-	3.2	2.6
Public utilities	-	-	-	1.7	.5	.5	-	3.4	2.2
Wholesale and retail trade	-	-	-	1.2	.9	.6	-	3.4	2.2
Wholesale trade	-	-	-	-	1.1	.5	-	-	-
Retail trade	-	-	-	1.6	.8	.6	-	3.6	2.7
Finance, insurance, and real estate	-	-	-	1.9	.8	.6	-	5.3	3.9
Services	-	-	-	2.3	.6	1.2	-	4.7	3.6
Health services	-	-	-	1.2	.5	1.7	-	3.3	3.9
Hospitals	-	-	-	-	-	1.6	-	-	-
Nonmanufacturing	127.6	130.6	131.7	1.6	.7	.8	4.9	4.0	3.2

- Data are not available.

NOTE: See footnotes at the end of table 14.

Table 12. Employment Cost Index for wages and salaries, private industry workers,[1] by occupation and industry group[1]
(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent change for					
				3 months ended			12 months ended		
	Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986
Private industry workers	124.9	127.9	128.8	1.3	0.9	0.7	4.8	3.7	3.1
Excluding sales	125.5	128.2	129.1	1.3	.7	.7	4.6	3.5	2.9
Workers, by occupational group									
White-collar occupations	127.3	131.1	132.0	1.4	1.2	.7	5.3	4.5	3.7
Excluding sales	128.8	132.4	133.3	1.3	1.0	.7	4.8	4.2	3.5
Professional specialty and technical	131.2	134.0	135.4	1.9	1.0	1.0	4.8	4.1	3.2
Executive, administrative, and managerial	127.7	132.1	132.4	.9	1.2	.2	5.5	4.4	3.7
Sales	119.3	124.3	125.2	1.6	1.6	.7	8.0	5.9	4.9
Administrative support, including clerical	127.1	130.8	131.7	1.2	.9	.7	4.2	4.1	3.6
Blue-collar occupations	121.7	123.7	124.5	1.2	.5	.6	4.3	2.8	2.3
Precision production, craft, and repair	123.7	125.7	126.7	1.4	.3	.8	4.8	3.0	2.4
Machine operators, assemblers, and inspectors	121.1	123.6	124.1	.8	.8	.4	3.9	2.9	2.5
Transportation and materials moving	117.7	118.9	119.8	1.7	.8	.8	3.8	2.8	1.8
Handlers, equipment cleaners, helpers, and laborers	118.6	120.3	120.9	.1	.3	.5	3.4	1.5	1.9
Service occupations	126.3	128.0	128.9	1.5	.0	.7	4.2	2.9	2.1
Workers, by industry division									
Goods-producing[1]	122.3	125.4	126.1	.7	1.0	.6	4.1	3.3	3.1
Construction	117.3	119.8	120.5	.6	1.3	.6	2.6	2.7	2.7
Manufacturing	123.2	126.5	127.2	.7	1.0	.6	4.4	3.4	3.2
Durables	122.7	125.8	126.4	.6	.8	.5	4.2	3.1	3.0
Nondurables	124.0	127.9	128.5	1.1	1.4	.5	4.6	4.3	3.6
Service-producing[2]	127.0	129.9	130.9	1.8	.7	.8	5.3	4.1	3.1
Transportation and public utilities	124.8	126.6	127.3	1.6	.2	.6	4.1	3.1	2.0
Transporatiion	-	-	-	1.5	-.1	.6	-	2.5	1.5
Public utilities	-	-	-	1.7	.8	.4	-	4.1	2.8
Wholesale and retail trade	122.7	125.8	126.5	1.3	1.0	.6	5.3	3.9	3.1
Wholesale trade	127.7	131.2	131.8	.7	1.2	.5	5.8	3.5	3.2
Retail trade	120.8	123.7	124.4	1.6	1.0	.6	5.1	4.0	3.0
Finance, insurance, and real estate	124.1	128.0	129.0	2.0	1.1	.8	7.6	5.2	3.9
Services	133.9	136.9	138.2	2.2	.5	.9	5.4	4.5	3.2
Health services	-	-	-	1.0	.8	1.6	-	3.2	3.7
Hospitals	-	-	-	-	-	1.3	-	-	-
Nonmanufacturing	125.9	128.7	129.7	1.6	.8	.8	5.0	3.9	3.0

- Data are not available.

NOTE: See footnotes at the end of table 14.

Table 13. Employment Cost Index, private industry workers, by bargaining status, region, and area size[1]
(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent change for					
				3 months ended			12 months ended		
	Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986	Sept. 1985	June 1986	Sept. 1986
Workers, by bargaining status									
Union	126.5	128.7	129.4	0.8	0.2	0.5	3.2	2.5	2.3
Good-producing[1]	124.6	126.7	127.3	.6	.2	.5	2.6	2.3	2.2
Service-producing[2]	129.5	131.9	132.8	1.2	.2	.7	4.0	3.0	2.5
Manufacturing	125.0	126.9	127.5	.6	-.1	.5	2.8	2.2	2.0
Nonmanufacturing	127.8	130.4	131.2	.9	.5	.6	3.4	3.0	2.7
Nonunion	126.8	130.2	131.2	1.4	.9	.8	5.4	4.2	3.5
Goods-producing[1]	124.4	128.2	129.1	.7	1.2	.7	5.1	3.8	3.8
Service-producing[2]	128.3	131.4	132.5	2.0	.8	.8	5.7	4.5	3.3
Manufacturing	125.7	129.7	130.4	.7	1.2	.5	5.4	3.9	3.7
Nonmanufacturing	127.3	130.4	131.6	1.8	.7	.9	5.5	4.2	3.4
Workers, by region									
Northeast	128.8	133.3	134.2	1.9	1.3	.7	5.2	5.5	4.2
South	126.5	129.6	130.7	1.0	.7	.8	4.8	3.5	3.3
Midwest (formerly North Central)	124.2	126.2	127.3	1.2	.2	.9	3.8	2.9	2.5
West	129.1	131.6	132.1	.9	.6	.4	5.4	2.9	2.3
Workers, by area size									
Metropolitan areas	127.3	130.5	131.4	1.3	.8	.7	4.8	3.8	3.2
Other areas	123.9	126.4	127.2	1.1	.7	.6	4.1	3.2	2.7

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note.

See footnotes at the end of table 14.

Table 14. Employment Cost Index for wages and salaries, private industry workers,[1], by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent change for					
				3 months ended			12 months ended		
	Sept. 1984	June 1985	Sept. 1985	Sept. 1984	June 1985	Sept. 1985	Sept. 1984	June 1985	Sept. 1985
Workers, by bargaining status									
Union	124.1	126.1	126.9	0.9	0.4	0.6	3.6	2.5	2.3
Goods-producing[1]	122.2	124.1	124.5	.7	.6	.3	3.5	2.3	1.9
Service-producing[2]	127.1	129.3	130.5	1.1	.2	.9	3.8	2.9	2.7
Manufacturing	122.8	124.6	125.0	.9	.3	.3	4.0	2.4	1.8
Nonmanufacturing	125.3	127.4	128.5	1.0	.4	.9	3.3	2.7	2.6
Nonunion	125.2	128.5	129.4	1.5	.9	.7	5.4	4.1	3.4
Goods-producing[1]	122.3	126.1	127.0	.7	1.3	.7	4.6	3.9	3.8
Service-producing[2]	126.9	129.9	130.8	2.0	.8	.7	5.8	4.4	3.1
Manufacturing	123.7	127.7	128.5	.7	1.3	.6	4.9	4.0	3.9
Nonmanufacturing	125.9	128.9	129.8	1.9	.9	.7	5.6	4.3	3.1
Workers, by region									
Northeast	126.8	131.3	132.3	1.8	1.6	.8	5.2	5.4	4.3
South	124.8	127.8	128.8	1.1	.8	.8	4.9	3.6	3.2
Midwest (formerly North Central)	122.5	124.4	125.3	1.2	.2	.7	4.0	2.7	2.3
West	126.6	128.9	129.3	1.2	.6	.3	5.5	3.0	2.1
Workers, by area size									
Metropolitan areas	125.5	128.5	129.4	1.4	.9	.7	5.0	3.8	3.1
Other areas	121.9	124.5	125.0	1.1	.7	.4	3.7	3.2	2.5

---

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

[3] Includes, for example, library, social, and health services.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table 15. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] during 4-quarter periods

Measure	Four quarters ending														
	1983				1984				1985				1986		
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I p	II p	III p
Compensation adjustments: [2]															
First year	2.6	3.1	2.4	3.4	4.8	4.7	4.2	3.6	3.4	3.4	3.1	2.7	2.3	1.4	1.4
Over life of contract[3]	2.9	3.6	3.0	3.0	3.6	3.5	3.2	2.8	2.6	2.7	2.7	2.8	2.6	2.0	1.6
Wage-rate adjustment in-															
All industries															
First year	3.0	2.7	2.2	2.6	3.5	3.5	3.2	2.4	2.4	2.4	2.4	2.3	2.0	1.6	1.5
Contracts with COLA clauses[4]	1.3	.8	.4	1.9	4.0	4.6	4.5	2.9	2.5	2.3	1.9	1.6	1.6	1.8	2.2
Contracts without COLA clauses	6.0	4.7	3.7	3.3	3.0	2.7	2.3	2.1	2.4	2.4	2.7	2.7	2.2	1.5	1.2
Over life of contract[3]	3.5	3.5	3.2	2.8	3.0	3.1	2.8	2.4	2.3	2.4	2.5	2.7	2.5	2.2	1.9
Contracts with COLA clauses	2.2	2.3	2.2	2.0	2.6	2.9	2.8	1.8	1.3	1.5	1.8	2.5	2.5	2.6	2.1
Contracts without COLA clauses	6.0	4.7	4.1	3.7	3.4	3.2	2.8	2.7	2.8	2.8	3.0	2.8	2.5	2.1	1.8
Manufacturing															
First year	1.5	1.2	.6	.4	2.6	3.0	2.6	2.3	2.1	2.0	1.5	.8	.8	.1	-.1
Contracts with COLA clauses	1.0	.4	-.2	-.7	2.4	3.2	1.5	2.1	2.0	1.9	1.5	.8	.8	.7	1.1
Contracts without COLA clauses	5.4	4.7	2.9	3.2	2.9	2.8	3.7	2.9	2.5	2.2	1.5	.9	.9	-.4	-.8
Over life of contracts[3]	2.2	2.5	2.3	2.1	2.8	3.1	2.8	1.5	1.4	1.5	1.6	1.8	1.8	1.4	.8
Contracts with COLA clauses	1.8	2.0	1.8	1.4	2.2	2.8	1.8	1.0	.9	1.0	1.4	2.1	2.1	2.0	1.2
Contracts without COLA clauses	5.1	4.6	3.9	3.9	3.7	3.6	3.8	3.3	3.2	3.0	2.4	1.6	1.5	.9	.6
Nonmanufacturing															
First year	5.0	3.8	3.3	3.8	3.8	3.7	3.3	2.5	2.6	2.7	3.2	3.3	2.8	2.6	2.1
Contracts with COLA clauses	2.4	1.7	1.7	4.4	4.9	5.2	5.4	5.5	5.1	4.3	4.0	3.6	3.5	3.5	3.7
Contracts without COLA clauses	6.2	4.7	3.9	3.3	3.0	2.6	2.1	2.0	2.4	2.5	3.0	3.3	2.7	2.4	1.9
Over life of contract[3]	5.4	4.2	3.9	3.2	3.1	3.0	2.8	2.9	2.8	2.9	3.3	3.3	3.0	2.8	2.3
Contracts with COLA clauses	3.5	3.1	3.1	2.6	2.9	3.0	3.1	4.8	4.0	3.8	3.9	3.6	3.6	3.4	2.5
Contracts without COLA clauses	6.2	4.7	4.1	3.7	3.3	3.0	2.6	2.6	2.7	2.8	3.2	3.3	2.9	2.7	2.2
Construction															
First year	5.2	2.6	1.6	1.5	1.2	.8	.9	.5	.9	1.1	1.0	1.5	1.7	2.4	2.4
Contracts with COLA clauses	-2.3	-1.2	-.6	-.6	.1	-.4	4.0	4.0	4.6	9.2	-	-	-	.9	1.4
Contracts without COLA clauses	6.0	3.3	2.0	1.9	1.4	.9	.9	.4	.8	1.0	-	-	-	2.4	2.5
Over life of contract[3]	5.4	2.9	2.4	2.4	2.0	1.7	1.4	1.0	1.4	1.7	1.7	2.1	2.2	2.6	2.6
Contracts with COLA clauses	.8	.8	.9	.9	.7	.0	1.4	1.4	1.7	4.6	-	-	-	1.4	1.8
Contracts without COLA clauses	5.9	3.3	2.6	2.6	2.2	1.8	1.4	1.0	1.4	1.7	-	-	-	2.6	2.7

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and compensation were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

COLA =Cost of Living Adjustment.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 16. Average percent adjustments in compensation and wages in major collective bargaining settlements[1] by year and quarter

Measure	Annual average						Quarterly average									
	1980	1981	1982	1983	1984	1985	1984			1985				1986		
							II	III	IV	I	II	III	IV	Ip	IIp	IIIp
Compensation adjustments:[2]																
First year	10.4	10.2	3.2	3.4	3.6	2.6	3.5	2.7	3.7	3.6	3.5	2.0	2.0	.4	.7	1.9
Over life of contract[3]	7.1	8.3	2.8	2.8	3.0	2.7	3.2	3.1	2.0	2.7	3.4	3.0	1.4	1.2	1.6	1.9
Wage adjustments in—																
All industries:																
First year	9.5	9.8	3.8	2.6	2.4	2.3	2.6	2.1	2.3	3.3	2.5	2.0	2.1	0.9	1.3	1.6
Contracts with COLA clauses	8.0	8.0	2.2	1.9	2.9	1.6	1.3	1.5	2.6	2.4	1.5	.5	3.1	2.0	2.4	1.5
Contracts without COLA clauses	11.7	10.6	7.0	3.3	2.1	2.7	2.7	2.1	1.1	3.6	2.8	2.9	1.3	.7	1.0	1.6
Over life of contract[3]	7.1	7.9	3.6	2.8	2.4	2.7	2.7	2.6	1.5	3.2	2.8	3.1	1.9	1.5	2.0	2.0
Contracts with COLA clauses	5.0	5.5	2.1	2.0	1.8	2.5	1.3	1.6	1.3	1.8	2.4	2.6	2.7	2.2	2.4	1.6
Contracts without COLA clauses	10.3	8.8	6.6	3.7	2.7	2.8	2.9	2.7	2.1	3.5	2.9	3.3	1.3	1.4	1.8	2.3
Manufacturing:																
First year	7.4	7.2	2.8	.4	2.3	.8	2.5	2.3	2.2	.8	1.6	.5	.9	.7	-2.1	(5)
Contracts with COLA clauses	6.5	6.2	2.3	-.7	2.1	.8	1.4	.7	2.2	1.4	1.1	.1	1.8	1.4	1.2	(6)
Contracts without COLA clauses	10.3	7.6	6.3	3.2	2.9	.9	3.2	3.8	2.5	.5	2.2	1.1	.1	.5	-2.9	.1
Over life of contract[3]	5.4	6.1	2.6	2.1	1.5	1.8	2.8	2.5	1.0	1.6	2.3	2.3	.9	1.3	.2	1.1
Contracts with COLA clauses	4.4	4.8	2.1	1.4	1.0	2.1	1.4	1.2	.8	1.1	2.1	2.4	1.6	1.5	1.3	.6
Contracts without COLA clauses	8.9	6.6	5.8	3.9	1.6	3.3	3.5	3.8	3.5	2.0	2.7	2.1	.4	1.2	-.1	1.5
Nonmanufacturing:																
First year	10.9	11.2	4.8	3.8	2.5	3.3	2.6	2.0	2.5	4.7	2.8	3.6	3.4	1.0	2.4	1.9
Contracts with COLA clauses	9.7	8.9	1.9	4.4	5.5	3.6	1.1	5.0	5.0	5.0	2.1	3.1	4.6	3.5	2.8	2.0
Contracts without COLA clauses	12.2	12.1	7.2	3.3	2.0	3.3	1.9	.6	4.6	4.6	2.9	3.7	2.5	.8	2.3	1.8
Over life of contract[3]	8.3	8.8	4.7	3.2	2.9	3.3	2.7	2.6	2.8	4.0	3.0	3.9	2.9	1.7	2.5	2.2
Contracts with COLA clauses	5.7	5.8	2.1	2.6	4.8	3.6	.9	3.1	4.8	3.5	2.9	4.2	4.0	3.7	2.8	1.8
Contracts without COLa clauses	10.8	9.9	6.9	3.7	2.6	3.3	2.8	2.6	1.7	4.0	3.0	3.9	2.2	1.6	2.4	2.4
Construction:																
First year	13.6	13.5	6.5	1.5	.5	1.5	1.1	2.0	-2.8	-.8	1.5	2.1	.6	1.8	2.7	2.3
Contracts with COLA clauses	13.9	8.8	1.4	-0.6	-	-	-	-	-	-	-	-	-	-	-	-
Contracts without COLA clauses	13.6	14.0	6.8	1.9	-	-	-	-	-	-	-	-	-	-	-	-
Over life of contract[3]	11.5	11.3	6.3	2.4	1.0	2.1	1.4	2.1	.8	.5	2.2	2.3	.6	2.5	2.7	2.7
Contracts with COLA clauses	8.8	8.4	-.2	0.9	-	-	-	-	-	-	-	-	-	-	-	-
Contracts without COLA clauses	12.0	11.6	6.6	2.2	-	-	-	-	-	-	-	-	-	-	-	-

---

[1] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for compensation) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed. Data exclude possible adjustments in wages under cost-of-living adjustment clauses (except increases guaranteed by the contract).

[2] Limited to settlements involving 5,000 workers or more.

[3] Annual rate of change.

[4] COLA =Cost of Living Adjustment clause.

[5] Between 0 and 0.05 percent.

[6] Between 0 and -0.05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

Table 17. Average quarterly effective wage adjustments in agreements covering 1,000 workers or more, by year and quarter
(In percent)

Characteristics	Annual average[1]			Quarterly average								
				1984		1985				1986		
	1983	1984	1985	III	IV	I	II	III	IV	Ip	IIp	IIIp
Total effective adjustments (prorated over all workers)	4.0	3.7	3.3	1.2	0.7	0.7	0.8	1.2	0.5	0.6	0.7	0.6
Source:												
Current settlements	.8	.8	.7	.2	.3	.1	.2	.2	.1	([1])	.2	.1
Prior agreements	2.5	2.0	1.8	.7	.2	.6	.5	.5	.2	.4	.6	.5
Cost of living adjustment	.6	.9	.7	.3	.2	.1	.1	[illegible]	.1	.2	([2])	[illegible]
Industry												
Manufacturing	2.7	4.3	2.8	1.0	1.1	.9	.6	.8	.5	.8	.3	.3
Nonmanufacturing	4.8	3.3	3.6	1.3	.4	.7	1.0	1.4	.4	.4	1.0	.9
Nonmanufacturing, excluding construction	5.0	3.4	3.7	1.4	.6	.9	.7	1.6	.5	.5	.8	.8
Construction	4.4	2.9	3.0	.9	0.0	.1	1.8	.9	.1	.2	1.7	.9
Transportation and public utilities	4.4	3.0	3.6	1.5	.5	.6	.6	2.0	.3	.2	1.0	1.0
Wholesale and retail trade	5.1	3.4	3.3	.7	.5	1.0	.8	.8	.7	.9	.6	.7
Services	7.0	4.9	5.1	2.3	.6	1.7	.9	1.8	.7	1.1	.4	1.2
Effective wage adjustment for workers receiving adjustments	4.7	4.4	4.1	3.6	2.7	2.6	2.5	2.9	1.5	1.9	1.8	1.6
Source:												
Current settlements	2.8	3.0	3.4	3.1	2.5	4.6	3.1	3.0	2.6	.7	2.3	1.3
Prior agreements	5.9	4.0	3.7	3.3	3.1	4.0	3.9	2.6	3.0	2.9	3.4	3.1
Cost-of-living adjustment	2.1	2.7	2.2	1.6	1.3	.5	.9	1.8	.5	.8	-.3	([1])
Total number of workers receiving wage change (in millions)	6.5	6.2	5.6	2.4	1.9	2.0	2.4	2.8	2.1	2.1	2.7	2.5
Source:												
Current settlements	2.3	1.9	1.4	.4	.9	.2	.5	.5	.4	.1	.5	.7
Prior agreements	3.3	3.7	3.4	1.6	.4	1.0	.9	1.4	.5	.9	1.2	1.0
Cost-of-living adjustment	2.3	2.5	2.3	1.2	1.1	1.0	1.0	1.7	1.3	1.3	1.1	.8
Number of workers not receiving a wage change (in thousands)	1.2	1.1	1.4	4.9	5.5	4.9	4.6	4.1	4.8	4.5	3.9	4.0

[1] Between 0 and 0.05 percent.

[2] Between 0 and -0.05 percent.

NOTE: Dashes indicate that data are not available or that data are not adequate for publication.

p=preliminary.

Table 18. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan area

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenanance	Unskilled plant
United States	January 86	4.6	4.7	4.9	3.4	2.8
Northeast	January 86	4.8	4.5	5.4	3.7	3.5
Albany-Schenectady-Troy	September 86	4.6	4.3	3.4	2.4	4.1
Boston	August 86	5.2	6.3	5.6	4.1	4.2
Buffalo	October 85	4.7	3.9	3.4	3.6	4.4
Hartford	July 86	5.5	4.0	7.6	2.2	2.6
Nassau-Suffolk	August 86	4.9	4.2	5.0	4.9	5.3
Newark	January 86	5.0	6.4	5.2	4.7	3.7
New York	May 86	4.8	3.6	5.4	4.9	3.3
Northeast Pennsylvania	August 86	3.4	5.2	4.4	3.0	3.4
Patterson-Clifton-Passaic	June 85	6.3	4.5	-	5.0	5.9
Philadelphia	November 85	4.5	5.0	3.5	3.5	2.4
Pittsburgh	January 86	3.5	3.7	2.7	1.6	.4
Portland	December 85	4.9	4.9	-	4.6	5.0
Poughkeepsie	September 86	-	-	-	-	-
Poughkeepsie-Kingston-Newburgh	September 86	-	-	-	2.7	3.8
Providence-Warwick-Pawtucket	June 86	4.2	3.9	5.9	3.6	4.0
Trenton	November 85	4.8	4.9	-	3.9	-
Worcester	April 85	4.6	4.4	-	4.6	3.0
York	January 86	3.0	5.8	4.9	3.7	3.1
South	January 86	4.8	5.4	5.2	3.0	2.4
Atlanta	May 86	6.2	6.0	4.1	4.2	4.6
Baltimore	August 86	4.6	5.6	2.8	3.0	2.6
Chattanooga	September 86	3.4	-	-	3.4	2.3
Corpus Christi	July 85	-	-	-	.7	2.8
Dallas-Fort Worth	December 85	5.3	5.6	5.6	3.1	2.0
Daytona Beach	August 86	-	-	-	-	-
Gainsville	September 86	-	-	-	-	-
Greensboro-Winston-Salem-High Point	August 85	4.2	4.3	6.0	4.7	3.3
Greenville-Spartanburg	June 86	3.5	6.1	5.0	4.5	1.8
Houston	April 86	4.3	3.5	3.9	1.3	2.1
Huntsville	February 86	-	-	-	4.4	6.9
Jackson	January 86	4.7	4.4	-	2.7	1.3
Jacksonville	December 85	4.9	5.1	-	3.4	2.7
Louisville	November 85	4.4	4.1	6.8	3.2	4.0
Memphis	November 85	5.6	5.7	-	3.6	3.0
Miami	October 86	1.5	3.6	-	3.0	3.5
New Orleans	October 86	3.3	4.2	-	1.9	1.8
Norfolk-Virginia Beach-Portsmouth	May 86	4.4	5.6	-	2.9	1.9
Oklahoma City	August 86	4.1	3.0	-	1.8	1.8
Richmond	June 86	4.3	8.0	5.6	3.4	2.5
San Antonio	July 86	4.3	4.4	-	2.2	.3
Washington	March 85	5.4	5.2	-	4.6	2.5
Midwest	January 86	4.5	4.6	4.5	3.6	3.5
Chicago	March 85	4.6	5.7	5.1	3.4	1.7
Cincinnati	July 85	4.4	5.5	4.6	3.5	2.2
Cleveland	September 86	3.1	5.9	3.6	1.5	.4
Columbus	October 86	3.3	4.6	2.2	2.4	2.2
Davenport-Rock Island-Moline	February 86	3.3	3.9	4.1	2.8	3.2
Dayton	December 85	4.0	5.2	5.3	2.4	2.6
Detroit	April 85	4.1	3.6	1.2	3.9	3.0
Gary-Hammond-East Chicago	November 85	-	-	2.3	4.0	-
Green Bay	August 86	-	1.2	-	1.1	1.6
Indianapolis	October 86	3.9	4.7	2.8	1.7	1.9
Kansas City	September 86	2.9	3.4	5.7	3.0	3.4
Milwaukee	May 85	4.5	5.6	4.5	3.1	2.3
Minneapolis-St. Paul	January 86	5.3	4.5	5.0	3.2	2.7
Omaha	October 85	4.2	2.5	-	3.4	2.9
Saginaw	November 84	-	-	-	-	5.0
St. Louis	March 85	3.8	3.6	4.8	3.3	2.5

Table 18. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan area

Area	Year ending	Office-clerical	Electronic data-processing	Industrial nurses	Skilled maintenance	Unskilled plant
South Bend	August 86	5.0	4.9	-3.3	3.2	
Toledo	June 86	5.2	3.5	3.7	3.3	2.9
Wichita	April 85	2.5	4.9	1.6	2.6	2.0
West	January 86	4.1	4.5	4.8	2.8	0.1
Anaheim-Santa Ana-Garden Grove	September 86	4.9	5.1	–	2.7	3.2
Billings	July 86	1.7	–	–	–	–
Denver-Boulder	December 85	2.6	3.9	4.2	2.9	.9
Fresno	September 86	5.2	–	–	–	2.6
Los Angeles-Long Beach	October 85	4.5	5.5	6.1	3.3	-1.0
Portland	June 86	4.3	5.5	–	.8	1.5
Sacramento	December 85	4.9	–	–	2.8–	
Salt Lake City-Ogden	November 85	4.2	5.4	–	3.1	2.8
San Diego	December 85	3.9	3.7	3.5	4.2	2.6
San Francisco-Oakland	March 85	4.6	3.3	4.3	3.0	-.1
San Jose	March 85	5.0	4.8	-3.7	1.7	
Seattle-Everett	December 85	.9	2.4	–	2.4	4.0

NOTE: Dashes indicate that data are not adequate for publication.

Calendar of Features

In addition to the information appearing each month. *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceeding 12 issues.

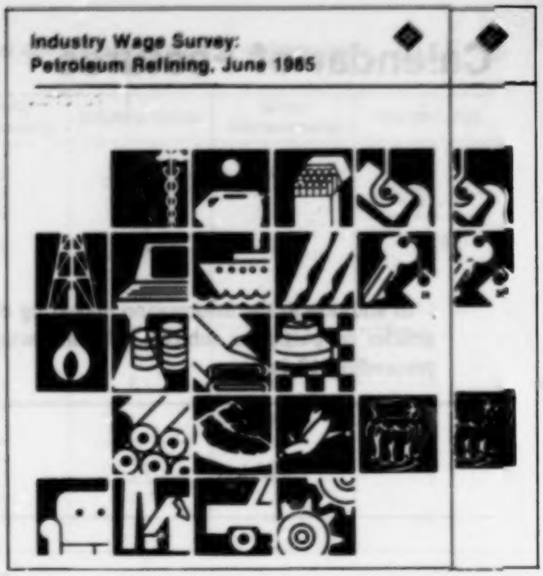
Subject	Issues											
	1985	1986										
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Major bargaining settlements in private industry					x	x			x			x
State and local government settlements						x				x		
Employment Cost Index quarterly article	x			x			x		x			x
Employment Cost Index historical table						x						
Work stoppages in 1985				x								
Other articles				x[1]								
Index to wage and benefit changes in preceding year			x									

[1] Union membership of employed wage and salary workers.

Now available
from the
Bureau of Labor Statistics

Wage Surveys
for the following industries:

- **Petroleum Refining**
- **Millwork**
- **Certificated Air Carriers**



Surveys include:

- Results from the latest BLS survey of wages and supplemental benefits.
- Detailed occupational data for the Nation, regions, and selected areas (where available).
- Data useful for wage and salary administration, union contract negotiation, arbitration, and Government policy considerations.

Where to send order:

Bureau of Labor Statistics
Publications Sales Center
P.O. Box 2145
Chicago, Ill. 60690

or

Superintendent of Documents
U.S. Government Printing Office
Washington, D.C. 20402

Order form

Please send:

☐ **Industry Wage Survey: Petroleum Refining, June 1985,** Bulletin 2255, GPO Stock No. 029-001-02892-0, $2.25. Send_____ copies

☐ **Industry Wage Survey: Millwork, September 1984,** Bulletin 2244, GPO Stock No. 029-001-02858-0, $2. Send_____ copies.

☐ **Industry Wage Survey: Certificated Air Carriers, June 1984,** Bulletin 2241, GPO Stock No. 029-001-02856-3, $2. Send_____ copies.

Total $__________

☐ **Enclosed is a check or money order payable to Superintendent of Documents.**

☐ **Charge to GPO Deposit Account No.** ____________________

☐ **Charge to** *** Account No.** ____________________ **Expiration date** __________

☐ **Charge to** *** Account No.** ____________________ **Expiration date** __________

*** Acceptable only on orders sent directly to Superintendent of Documents**

Name ______________________________

Organization (if applicable) ______________________________

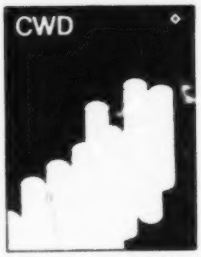
Address ______________________________

City, State, Zip Code ______________________________

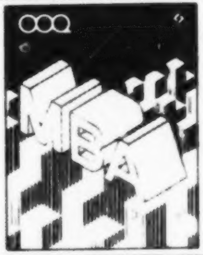
BLS Periodicals

BLS periodicals provide timely information on employment, occupations, wages, and prices.

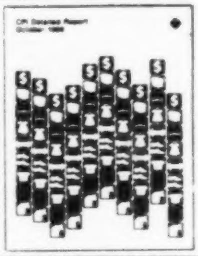
Monthly Labor Review
the oldest and most authoritative Government research journal in economics and social sciences. Regular features include current labor statistics and developments in industrial relations.
$16 a year



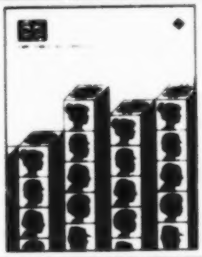
Current Wage Developments
reports monthly on specific wage and benefit changes from collective bargaining agreements. Includes data on strikes or lockouts, major agreements expiring, and compensation changes.
$12 a year



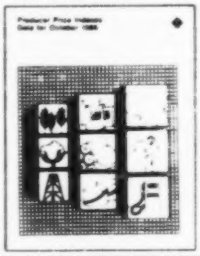
Occupational Outlook Quarterly
helps students and guidance counselors learn about new occupations, training opportunities, salary trends, and career counseling programs. Written in nontechnical language and illustrated in color.
$5 a year



CPI Detailed Report
is the most comprehensive report on monthly consumer price indexes and rates of change.
$16 a year



Employment and Earnings
gives current monthly employment and earnings statistics for the Nation as a whole, for States and for more than 200 areas. Included are household and establishment data, seasonally and not seasonally adjusted. Includes annual supplement.
$22 a year



Producer Price Indexes
includes monthly price movements of both farm and industrial commodities, by industry and stage of processing. Includes annual supplement.
$21 a year

Superintendent of Documents Subscriptions Order Form

Order processing code: ***6194**

☐ **YES,** please send me the following indicated subscriptions

☐ Monthly Labor Review	☐ 1 year	$16	or	☐ 2 years $32
☐ Occupational Outlook Quarterly	☐ 1 year	$ 5		☐ 2 years $10
☐ Employment and Earnings	☐ 1 year	$22		☐ 2 years $44
☐ Current Wage Developments	☐ 1 year	$12		☐ 2 years $24
☐ CPI Detailed Report	☐ 1 year	$16		☐ 2 years $32
☐ Producer Price Indexes	☐ 1 year	$21		☐ 2 years $42

1. The total cost of my order is $______. All prices include regular domestic postage and handling and are subject to change. International customers please add 25%.

Please Type or Print

2. ____________________
(Company or personal name)

____
(Additional address/attention line)

____
(Street address)

____
(City, State, Zip Code)

(________) ____________________
(Daytime phone including area code)

3. Please choose method of payment:

☐ Check payable to the Superintendent of Documents

☐ GPO Deposit Account ☐☐☐☐☐☐☐–☐

☐ VISA ☐ CHOICE ☐ MasterCard Account

☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐

____________________ ***Thank you for your order!***
(Credit card expiration date)

____
(Signature)

4. Mail To: Superintendent of Documents, Government Printing Office, Washington, D.C. 20402-9371

U.S. Department of Labor
Bureau of Labor Statistics
Washington, D.C. 20212

Official Business
Penalty for private use, $300

Second-Class Mail
Postage and Fees Paid
U.S. Department of Labor
ISSN 0192-8163